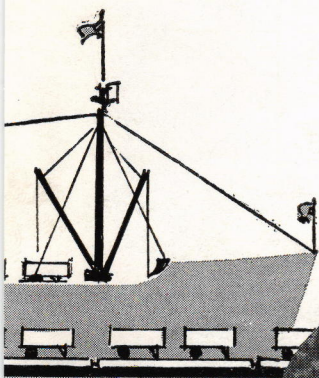
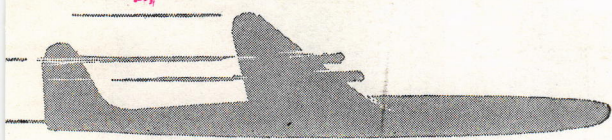
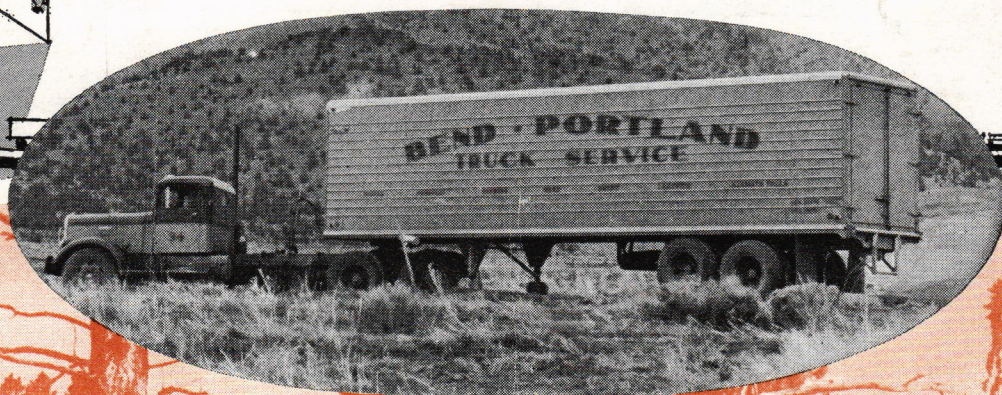


THE CONTINUING REVOLUTION IN TRANSPORTATION

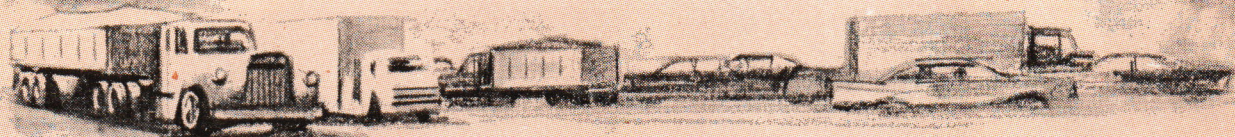
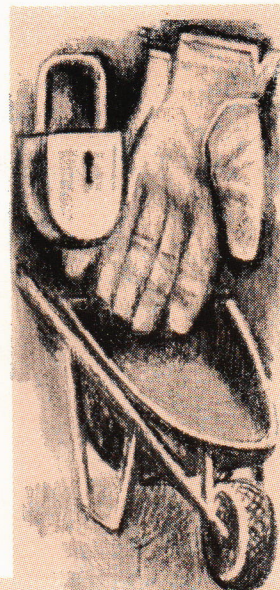
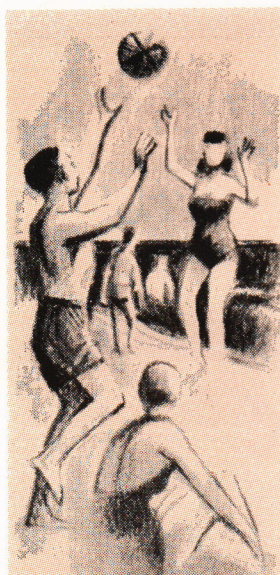
JANUARY 1961



THE INTERNATIONAL  
*Teamster*  
DEDICATED TO SERVICE







## the Teamsters salute MILWAUKEE

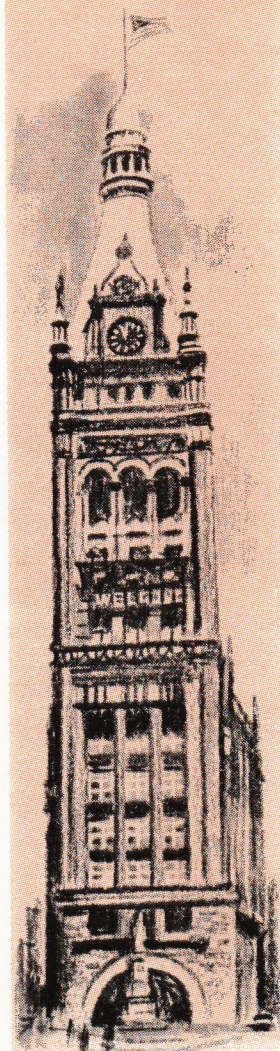


**M**ILWAUKEE was a prosperous Indian village (translation: "good lands") when explorers visited it late in the 1600's. Today it is the 11th-ranking U. S. city (734,788) with a record of steady growth since its first European settlement about 1763.

Though the first residents were French, followed by English, immigrant Germans really built Milwaukee. German brewmasters made it the "beer capital of the world." It leads the world, additionally, in production of diesel and gasoline engines, outboard motors, motorcycles, tractors, wheelbarrows, and padlocks. It is the largest veal-packing center, greatest barley market and home of four of the largest U. S. breweries. It leads the nation in production of work shoes, leather gloves and mittens, saw- and flour-mill equipment and is a leading graphic arts center. Principal industrial products include engines, turbines, heavy metal castings; construction, mining, and metal working and automotive equipment. Largest single industry is production of electrical controls, motors and generators. Its manufactured products rank eighth in the nation.

This largest city in Wisconsin is the hub of a retail trade area embracing 43% of the state population. It is also a busy port; ocean-going ships of 30 lines dock here. There are six major rail systems, five major airlines and more than 70 truck lines. Many conventions are held in the city, a few miles north of the center of U. S. population, because of its excellent facilities, including a civic auditorium-arena with seating for over 13,000 and many recreation facilities.

Joint Council 39, which covers all of Wisconsin with 23 local unions, has five in greater Milwaukee: Locals 200, 225, 257, 344 and 360 with a total membership of more than 10,000. *The International Teamster* is happy to salute them and the great city of Milwaukee!





# THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Vol. 58, No. 1

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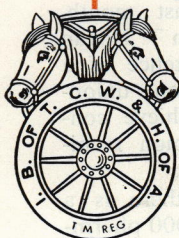
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\*Based on average impartial surveys for periodicals.



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# FROM *the* FIELD

## Hoffa Greetings Stressed Gains

"Our Union membership has posted many economic gains during the past 12 months which have, in great measure, encouraged a broader and more satisfying social life for our members and their families," Teamster President James R. Hoffa said in a Christmas message to Teamster families.

"We have made these gains because we have refused to become divided in purpose and goals. I think we have learned that our best interest is served when we are able to separate trade-union objectives from outside influence and unite in principle behind those things that produce the greatest good for the greatest number.

"In this time of giving for the sake of wanting to give, it might not be considered out of the spirit of the Yule Tide to give thanks for what we have received for ourselves and for our children through the dedication and service of our great International Union.

"I am sure that the future holds as many if not more challenges to the principle we constantly dedicate ourselves to. I am sure, too, that our course will not be altered nor our principle weakened in our determination to steadily improve the standard of living of our members.

"May I take this occasion to extend to you and your family my wishes for a most joyous holiday season."

## Southern Locals Win Elections

IBT Vice President M. W. "Dusty" Miller, chairman of the Southern Conference of Teamsters, reported last

## Notice

Clem Goodman, who works for the San Francisco Chronicle in San Francisco, California, is seeking information concerning the whereabouts of his brother C. Stone Goodman.

C. Stone Goodman was a member of the Teamsters Union in or near Santa Rosa, California, and is believed to still be affiliated with the IBT.

Anyone having any information concerning this Teamster member is asked to call GARfield 1-1111 in San Francisco.

month that National Labor Relations Board elections were won at the V. C. Chemical Company in Polk County, Florida and Borden's Dairy in Houston, Tex.

In the Florida election, the Teamsters defeated the Chemical Workers in a run-off election 348-273. The Texas election involved members of the Meat Cutters Union, who were in the Teamsters jurisdiction.

## Members Form Own Auto Club

The International Motorists Cooperative Association is not affiliated with the Canadian Automobile Association or the American Automobile Association, but offers services comparable to any of the affiliates of either organization.

Actually, the founders of IMCA are all former employees of the British

Columbia Automobile Association, and members of the IMCA are by and large former members of the BCAA.

It happened this way:

Field Representatives for the BCAA voted to join the Teamsters Union in 1955. The Teamsters were successful in improving the wages and working conditions of the representatives, and labor management relations were fine until late 1959.

The anti-labor BCAA then decided that the Teamsters Union had done too much for the representatives. The representatives were asked to quit the Teamsters Union, but refused. Before any strike action could be taken the BCAA had established a lock-out, and then abolished their jobs.

While cases were pending and are still pending, the former BCAA representatives have organized the IMCA, taking with them a large number of the old BCAA members.

IMCA reports satisfactory results in its growth, and holds high hopes for the future.

## Local 47 Takes Kids to 'Fair'

More than 20 children suffering from muscular dystrophy had the time of their lives at the State Fair of Texas in Dallas recently because of the efforts of Local 47 members in Fort Worth who transported them to the annual event.

Members and officers of the Texas Teamster organization drove the children to Dallas and the Fair in their cars, furnished wheel chairs for the outing and acted as guides and personal escorts during the visit.

This is the fourth year that members of Local 47 have supplied this service to the children as part of the local union's contribution to civic programs.

## Chicago Local Signs Druggists

Teamsters Local 714 in Chicago has signed up 1,200 registered pharmacists, it was reported last month. Secretary-Treasurer William T. Hogan said that despite the existence of a Retail Druggists Association, unionized pharmacists could achieve considerable benefits from union membership.

Hogan estimated that there is a potential membership of 3,000 pharmacists in the Chicago area.



## Your Stake in 'Regulation'

**IN THIS ISSUE** of your magazine we discuss the continuing revolution in transportation. As this discussion unfolds, beginning with the early Teamster and his ox team, you will become aware of the great contribution transportation has made to industry, agriculture, business and national security. Some of the best minds in our country have devoted lifetimes to the progress of transportation. These men and women have had to be dedicated, for transportation's product is intangible. These pioneers and those who will follow have realized that, although intangible, transportation's product throughout our history has been a necessary factor to economic progress.

In another way, the limitations on transportation have limited our economic progress. Unwise regulation of transportation has set limits on the application of the industry's ideas and visions. Since no part of our economic progress can move ahead without transportation in one form or another, poorly thought out transportation regulation must assume the responsibility for any limits set upon our economic progress.

**OUR INTEREST** in the regulation of transportation is two-fold. First is the interest of our membership—what effect transportation regulation has upon the economic and social life of the Teamster family. Second is the interest we have in the industry we bargain with. These are great interests of ours; ones that we are dedicated to serve.

While we do not imply that control of transportation by legislative regulation does not have a right and proper role in our transport affairs, we do think that it is most essential for those agencies of Government which legislate and administer such regulations to be ever mindful of their responsibilities to the progress of the transport industry.

It is important that those restrictions and obligations are consistent with the interest of the general public and that they are imposed only where needed and to the extent necessary.

Transportation regulation has come under fire recently from the American trucking industry—justifiably so, I believe. They see no equity in regulating one segment of the country's transportation network at the competitive expense of another. They believe that this has been the case in the ICC's soft approach to regulat-

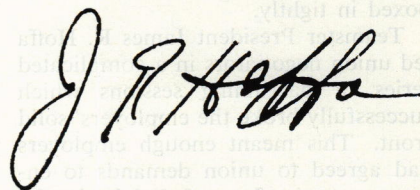
ing the railroads, and charge that the Commission has adopted a tough policy concerning matters of interest to the motor carrier.

**THE TRUCKING INDUSTRY** plans to petition the 87th Congress for a Congressional investigation relating to what they say is "one-sided" regulation. I believe that the industry is on firm ground and that the time is ripe, if not at the point of spoil, for such an inquiry.

Regulatory emphasis placed upon trucks alone cannot stimulate real transportation progress. Instead, it harasses and interferes with transport as a whole and denies new standards of service to transport users depending upon transportation's progress for their own progress.

There is a clear reason why the American trucking industry is interested in finding equity for itself at this time. It is staring hard into the face of automation, which could force the industry into an uneasy partnership with its chief competitor, the rails. If this should happen, truckers want to fulfill their rightful role. They want to be full partners and continue to contribute their ideas to our economic balance and to national needs in transportation.

**THE MEMBERSHIP** of this International Union should be very aware of the stake they have in what happens to transportation as a result of regulation. When the industry we bargain with is before Congress seeking fair treatment, every Teamster family in this country should be there too. Be there by wires and letters to their Senators and Congressmen, letting their legislators know how unjust regulatory discrimination against the motor carrier will affect their standard of living and the standard of living of millions of other Americans who depend directly or indirectly upon the economic health of the trucking industry.







## Pattern-Setting Negotiations

# Employers Test 'Tough' Theory

A NEW THEORY of collective bargaining—sometimes called “Boulwarism” or the “General Electric approach”—was given a thorough trial by trucking employers in the Central States negotiations which began last October and were still in session as this issue went to press.

But the handwriting was on the wall for the “hang tight” employers as one employer group after another repudiated the bargaining leadership of Robert Wilson of Roadway Express and the Wilson group found itself boxed in tightly.

Teamster President James R. Hoffa led union negotiators in a complicated series of bargaining sessions which successfully broke the employers’ solid front. This meant enough employers had agreed to union demands to ensure a steady flow of freight in the

event of a necessary strike against the Wilson-led “hard core.”

“In the event that economic action is necessary against the Wilson group,” Hoffa said, “it will definitely be limited in scope. There are enough carriers in agreement with us to assure the movement of freight and to defeat the efforts of this hard-core element to set our conditions back 30 years.”

Under a collective bargaining technique pioneered by General Electric Co. under a vice president named Boulware, company negotiators attempt to seize the initiative by proposing contract changes designed to destroy hard-won wages and to restore contract conditions of the 1930’s.

Coupled with the demands is a strategy designed to wear down union negotiators by haggling over the simplest contract language. The ob-

jective is to “hang tight,” talk tough, refuse to concede anything, appear unperturbed in the face of strike threats, and hope to force the union into a position of accepting little or nothing in the first go-round. In the next negotiations, the purpose is to destroy a union already weakened in the previous sessions.

Obviously feeling their hand strengthened by the union-busting Kennedy-Landrum-Griffin Law, many trucking company negotiators went into the pattern-setting Central States negotiations determined to use the G. E. approach.

The employers’ contract proposal offered no wage increase, no increase in pension or welfare benefits, elimination of the cost-of-living clause, changes in seniority provisions, a return to split-shifts, a cut in vacation





Union's negotiating committee in Central States is, from left: Gordon Conklin, Lawrence Steinberg, Michael Healy, Chairman Hoffa, Roy Williams, Dale Mann, Paul Priddy.

pay, substitution of arbitration procedures for the present grievance machinery, and changes in the paid holiday provisions.

The employers went further—they proposed such things as the elimination of heaters in the cabs and the removal of steps from delivery trucks.

They attempted the tough approach in the actual bargaining session. They sought to start at page one, line one of the contract and haggle over each phrase, comma and sentence.

President Hoffa immediately embarked upon an unheard-of innovation in collective bargaining—he installed microphones in front of management and union negotiators and tape-recorded every word of the negotiations. This policy has persisted throughout the three months of talks.

Key sessions were then lifted from the tapes and transferred to record platters, which were distributed to local unions whose members were involved in the negotiations. These records were played at local union meetings so that the membership would have first-hand knowledge of the employers' efforts and would be fully informed on the issues in the event a strike should develop.

Thus armed with the strength of membership support and preparations for a full-scale strike if the employers' attitudes persisted, Hoffa charged the management negotiators with "an attempt to destroy everything this union has built up over the past three

## Negotiations Are Complex

**TO OUTSIDERS**, trucking industry negotiations have a complexity that few can understand. The negotiations represent common, contract, and private transport carriers. They also represent freight forwarding companies, consolidators that have no trucking equipment of their own, railroad-owned over-the-road and city pickup and delivery companies, livestock hauling companies, heavy and light drayage (steel-haul, for example) companies, and a number of other regulated and non-regulated businesses closely allied with the trucking industry.

Possibly the most important segment of the negotiations centers around the for-hire, or common carrier, operating under a "number one permit" from the I.C.C. In the common carrier field, over-the-road operations are broken down into three major categories—intra-state, inter-state, and transcontinental. The vast majority of these operations are inter-state, with rights extending over several states.

Over a period of years, inter-state carriers merging with one another and acquiring permits enabling them to operate longer distances resulted in a comparatively new category—that of the transcontinental carrier. He transports general freight from one end of the country to the other. His operation may be a sleeper-cab operation or in some instances, broken down into what are commonly referred to as over-the-road divisions.

Also in the common carrier field is the bulk of the city pickup and delivery (or local cartage) operations that feed the long-line trucks from central terminals throughout the nation. In these operations, some 75% of the country's transported freight originates.

The contract carrier, usually operating under a "number two permit" from the I.C.C., is authorized to transport given commodities over scheduled or non-scheduled routes, intra-state or inter-state, depending upon reciprocal agreements between the states.

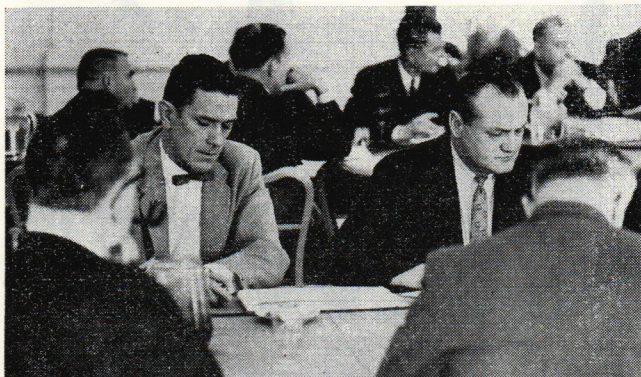
He also may be employed by a common carrier. In these instances he usually uses the permit of the common carrier in his operations. This occurs, for example, when a common carrier has an overflow of business.

A good example of the operations of the contract carrier can be seen in the newspaper business. An over-the-road contract carrier might be hired specifically to haul newsprint into the plant. A local cartage contract carrier might then be hired to deliver the finished newspapers to distribution points.

The private carrier, operating under a "number three permit" from the I.C.C., has a permit to transport a given commodity or commodities owned by the transporter himself. An example of a private carrier is a department store owning its own delivery trucks.

In weaving together a contract that can survive as a living, workable document, all of these types of operations—and their particular problems—must be taken into consideration.





West Coast observers (left) included Clyde Crosby, Western Conference freight chairman, and Ted Merrill (both facing camera). At right, Chief Labor Counsel David Previant confers with Hoffa. Organizer William Isbell stands at left.

decades. Certainly you don't want to go back to the days when a driver had to supply the terminal manager with a bottle of whiskey, or mow his lawn, in order to qualify himself to drive a truck?"

The beginnings of management's breakup came when a number of trucking companies, who either bargained independently or belonged to associations other than those represented by Wilson, themselves became disgusted with the G.E. approach.

J. L. Keeshin, president of Keeshin Truck Lines, stood up at one point in the negotiations and declared: "This Committee sitting at this table is not speaking for me. I am amazed, after three weeks, that you are still talking seniority."

Keeshin said: "Let's get down to brass tacks. Let's do something about settling this agreement. Why in the hell are we talking about terminal seniority?" A former driver himself, Keeshin said: "I hear that some of the employers are talking in terms of taking the heaters out of trucks. I know what it is to drive a truck without a heater until your kidneys hurt. Well, I am going to have heaters in my trucks and I may even install FM radios, and I don't care what anyone else will do."

By the Christmas recess, such employer groups as the car-loading companies, railway-owned truck lines, freight forwarders and consolidators, a number of transcontinental lines, and a substantial of trucking and cartage firms had signified agreement with the union on substantial improvements in the contract.

The Central States negotiations are crucial in that they will set the pattern for Southern Conference contracts, which expire simultaneously

with the Central on Jan. 31, 1961, and for Western Conference contracts, which expire next June 30. President Hoffa was recently elected as chairman of the Western negotiating committee.

## Employers Try to Set Back Clock

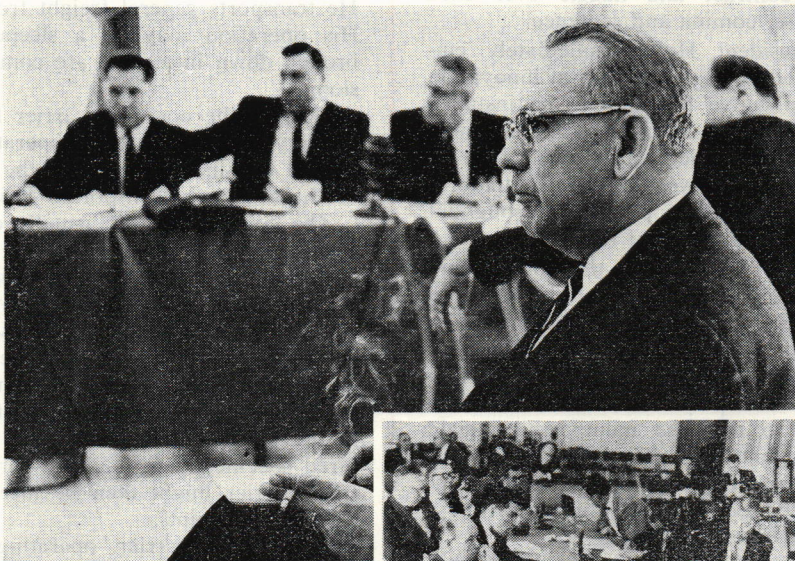
**TO FULLY REALIZE** what some employers would like to see become contract provisions in the current bargaining sessions in Chicago, a look at some of the contract provisions which were real enough in 1947 seems to be necessary.

In 1947, the only rate of pay spelled

Some 196,000 over-the-road drivers, citymen and dockmen are involved in the Central States negotiations. The Wilson group has proxies representing companies employing approximately 70,000 of our members.

out in the contract was for \$1 per hour. The mileage rate at that time was .0650, or in the instance of a sleeper team, .0325 per man.

Tire changes on outside or inside duals were made at a flat .75. If you broke down in 1947, you were paid \$1 per hour after two hours free time.



Federal Mediator Kennedy was called in when "hard core" of employers refused settlement. At right, union negotiators listen to sessions.





A driver could only collect for one breakdown per trip, although he may have experienced a half-dozen.

Layover time gave the employers 15 free hours. From the 16th to 33rd hour the driver made a big 50-cents per hour. From this point the company took another 15 free hours. Any layover time after 48 hours was paid for at the rate of 35-cents per hour.

Call time went something like this: One free hour—then the driver received two hour's pay at \$1 per hour. That's all!

Road blocks and impassable highways were paid for at the rate of 62½-cents per hour with the driver getting 10-hour's pay out of each 24.

Now let's take a look at the employer's counter-proposals some 13-years later—1960:

The operator's propose to go back to split shifts. They want to change seniority provisions so that they can open a new or another terminal in the one town transferring work from the old terminal to the new one. If employees complain that they are not getting enough work at the old terminal, the company could transfer them to the new one as a new hire. This would mean new vacation date, new seniority date and new everything else.

The operators want to knock out all cost-of-living clauses and all union guarantees.

They want to insert one-hour call time in the 1960 contract. They want to cut vacation pay by over 60 percent.

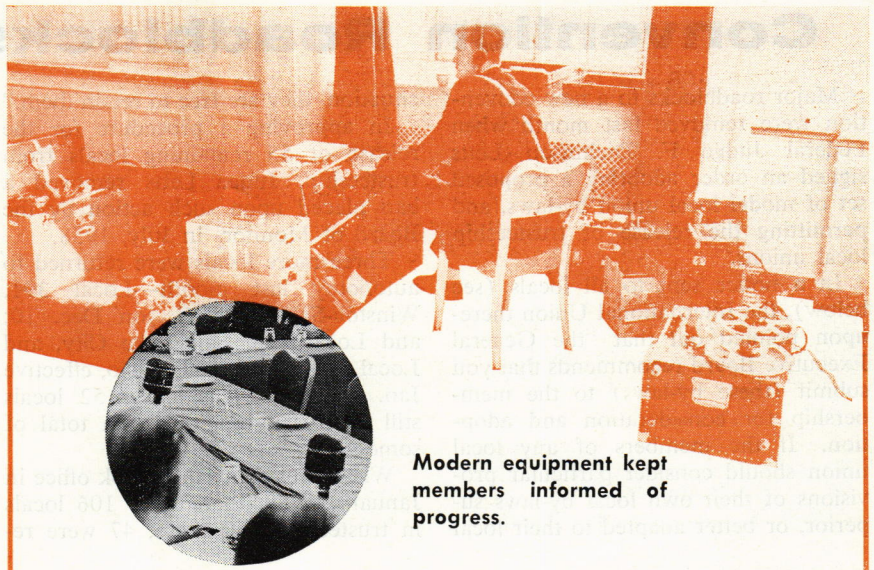
Employer negotiators say that they will leave us our paid-holidays under the condition that a man must work three days before and three days after a holiday before he can collect for it.

They have refused to grant any increase in health and welfare premiums and pension premiums for the next three years.

They insist that probationary periods be upped to 90-days from the present 30-days. Layover time is suggested at 18-hours at any terminal with "free" use of "free" time.

Present grievance machinery will be scrapped in favor of arbitration if company negotiators have their way.

These are some of the counter-proposals offered to the union in Chicago. As one Teamster negotiator said: "It's a splendid contract if we want to back up 13-years and accept less than we had then."



Modern equipment kept members informed of progress.

## A Bargaining First

**WITH THE COMING** of the "G.E. approach" to current trucking negotiations, Teamster President James R. Hoffa came up with a new approach of his own (see page 4).

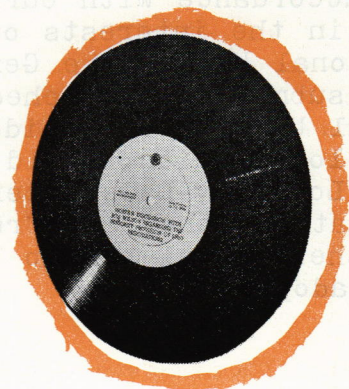
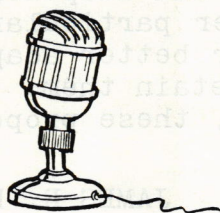
Installing microphones in front of union and management negotiators, Hoffa tape-recorded every word spoken in the session, which began last October. Particularly relevant sessions were later transferred to record discs (shown below) and distributed to local unions whose members were involved in the contract talks.

These records were then played at membership meetings, giving the members a first-hand account of employer attitudes and an appreciation of the difficulties encountered by union negotiators (as well as a birds-eye view of their own companies' attitude toward the workers).

With this information, the membership was alerted to the issues and to the possibility of strike action as the session proceeded. The contract talks were no longer a distant preoccupation of a few union negotiators—but an immediate object of concern to each driver and dockman.

With the membership informed and prepared for the possibility of economic action, management knew its bluff would be called.

The new technique is thought to be a "first" in collective bargaining. Coordinator of the recording program was Central Conference organizer William Isbell.





## Convention Roadblocks Removed

Major roadblocks to a new convention were removed last month when Federal Judge F. Dickinson Letts signed an order adopting a proposed set of model local union by-laws, and permitting the release of trusteeship local unions.

In a notice sent to all locals (see below), the International Union thereupon pointed out that "the General Executive Board recommends that you submit (these by-laws) to the membership for consideration and adoption. If the members of any local union should consider particular provisions of their own local by-laws superior, or better adapted to their local

situation, they are free to retain them."

In approving a procedure for the release of 55 remaining locals from trusteeship, Judge Letts removed a ban placed upon such action by the Board of Monitors in July, 1958.

Three more locals were returned to autonomy last month—Local 391, Winston-Salem, N. C., on Dec. 10; and Local 222, Salt Lake City, and Local 880, Windsor, Ontario, effective Jan. 1, 1961. This leaves 52 locals still in trusteeship, out of a total of some 900.

When President Hoffa took office in January, 1958, there were 106 locals in trusteeship. Of these, 47 were re-

stored to autonomy during the first six months of his administration, but the remaining 59 were held up by Monitor action.

Last fall, Judge Letts permitted the release of a few additional locals, and four—176 in Dayton; 431 in Fresno, Calif.; 630 in Los Angeles; and 955 in Kansas City—were restored to autonomy last October.

Very few items of controversy between the union and the Monitors now remain unresolved. Still to be approved by Judge Letts is the matter of attorneys' fees, and the question of the so-called "check-off amendment."

### NOTICE TO MEMBERS

Printed below is a copy of a letter addressed to the officers of your local union regarding Local Union by-laws agreed upon by lawyers for the Rank and File plaintiffs, the IBT and its officers, and the Intervenor in *Cunningham v. English*, Civil Action No. 2361-57, United States District Court for the District of Columbia.

TO: ALL LOCAL UNIONS

By virtue of the Consent Decree entered by the United States District Court for the District of Columbia on January 31, 1958, in the case of John Cunningham, et al., v. John F. English, et al., the Board of Monitors was to prepare a model code of Local Union By-Laws which the International Union would then recommend for adoption by all Local Unions. By agreement of the parties, the Consent Decree was modified to provide for the recommendation of the attached By-Laws which are the result of conferences of lawyers for all parties in that litigation.

As you know, the Landrum-Griffin Act makes it advisable for all Local Unions to have their own By-Laws. Accordingly, in accordance with our obligation under the Consent Decree, and in the interests of promoting uniformity within the International Union, the General Executive Board recommends that you submit the attached By-Laws to the membership of your Local Union for consideration and adoption. If the members of any local union should consider particular provisions of their own Local By-Laws superior, or better adapted to their local situation, they are free to retain them. In other areas, or if their Local has no by-laws, these proposals are recommended for adoption.

JAMES R. HOFFA  
General President



## Propaganda

It looks like all the talk about the "urgent need for a labor reform bill" that kept the politicians busy for a couple of years was only anti-labor propaganda, after all.

Last month, Morris Weisz, assistant commissioner of the U. S. Bureau of Labor-Management Reports (which administers the Kennedy-Landrum-Griffin Law), admitted that "the general opinion was that some of these (corrupt) practices were going on before the act was passed. But since it went into effect a little over a year ago, we have had relatively few charges of violations of its provisions."

He said his opinion was that the labor movement was far from riddled with corruption, contrary to general belief.

He made his remarks in St. Louis, where he addressed a session of the Industrial Relations Research Association.

## ATA Elects New Officials

The American Trucking Association elected John Gill, a Rhode Island businessman, as its new chief officer during its recent 27th annual convention.

Gill, president of Petroleum Heat & Power Company in Providence, R. I., moved from first vice president to succeed retiring president Welby Frantz, who now becomes chairman of the ATA board of directors. Frantz is president of Eastern Express Inc. in Terre Haute, Ind.

Clarence Kelley of Dixie-Ohio Express Inc. in Akron, Ohio, was elected first vice president. He had been third vice president.

Stuart Moore of Los Angeles-Seattle Motor Express Inc. in Oakland, Calif., was reelected second vice president.

Clinton Sanders of Perkins Freight Lines in Atlanta, Ga., was elected third vice president, and O. B. English of Red Ball Motor Freight Inc. in Dallas, Tex., was elected fourth vice president.

Secretary Harry Gormley and Treasurer John Akers of Akers Motor Lines in Gastonia, N. Y.—both were reelected.

## Latest Indictment Has Political Overtones; Based on Old Charges

An indictment of President James R. Hoffa by a federal grand jury in Orlando, Fla., last month was based upon old charges which have been made and answered since 1957.

The indictment alleges that there were fraudulent aspects in the development and sale of lots in a Florida area called "Sun Valley," which was envisioned as a retirement community for Teamsters and others who wished

to purchase land in the development.

The entire proceedings have been a matter of public discussion for nearly four years. They were brought up before the McClellan Committee, discussed by President Hoffa at the 1957 Teamster convention, and thoroughly aired in the press since that time. Hoffa has repeatedly denied that there was anything irregular about the plan.

Most independent observers are in agreement that political motivation lies behind the indictment. The prevailing belief is that the out-going Republican administration, in the light of Attorney General-designate Robert Kennedy's long-standing vendetta against Hoffa and his repeated carplings against the Republican Justice Department, desired to return an indictment prior to leaving office in order to head off a Kennedy propaganda maneuver against the retiring officials concerned.

The indictment was characterized by one competent attorney as "an indictment without integrity."

President Hoffa's only comment was that "this case will be tried in court. That is the proper place to discuss such charges."

Former Governor Fuller Warren of Florida has been retained as one of Hoffa's attorneys in the case, which is expected to be heard next spring.

The Orlando grand jury had been studying the case for some months but had recessed during the weeks preceding the November elections. Following the victory of John F. Kennedy, the grand jury was reconvened and the indictment was returned. It had been expected for some time.

Typical of the press's reaction was that of the "anti-labor liberal" Washington *Post*, a consistent Hoffa critic. Even the *Post* editorialized: "The first thing that must be remembered about the indictment . . . is that all accused persons remain innocent in the eyes of the law until they are proved guilty."

## Mitchell Named To Rail Group

President Eisenhower has named Secretary of Labor James P. Mitchell to head a 15-man commission to study the rail industry's dispute over work rules and practices.

## Tiny Teamster



Timothy John Steele, grandson of Benny Greenfield, president of Local 17 in Denver, Colo., is only 2 years old, but is already thinking about the Teamsters Union and trucks. Here he holds Teamster jacket worn by many members of Local 17.



# 1.7 MILLION MEMBERS



## General Executive Board Hears Report Of Union's Record Peak in Growth

**THE GENERAL EXECUTIVE BOARD**, meeting at Teamster headquarters in Washington last month, heard General Secretary-Treasurer John F. English report that the union's membership had risen to a new record high of 1,700,992.

This total, based on per capita receipts for the month of November, maintained the position of the International Brotherhood of Teamsters as the largest organization in the world history of trade unionism.

(The 1.7 million figure compared with the November, 1959, total of 1,677,961, and the November, 1958,



Diviny



Mock



O'Rourke



Conklin

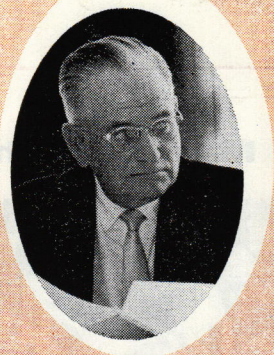


O'Brien



Flynn





Backhus



Provenzano



Miller



Tevis



Mohr



Brennan

figure of 1,631,807. November membership figures are considered to be the most accurate as they reflect that part of the union's membership engaged in seasonal employment.)

English also reported that the union's net worth had increased by \$68,000 for the three months ending Sept. 30, 1960, to a total of \$38,319,000.

President James R. Hoffa reported to the Board on the Central States contract negotiations, informing Board members that "we are involved in a situation where the employers are trying to wear us down by arguing over every dotted 'i' and crossed 't.' But they will find out that we do not wear down easily." Hoffa is personally leading the negotiations, which will set the pattern for all over-the-road and local cartage operations in contract talks in other parts of the country during 1961.

Hoffa also told the Board that the reported resumption of McClellan Committee hearings, originally scheduled for August and then for November, was again postponed to a later date.

The Board heard a report by English on a new manual that has been prepared for local union secretary-treasurers. "Since I took office in 1946," English said, "I have tried to provide our local unions with the best bookkeeping systems possible. In 1948 and again in 1953, we provided the local unions with the most modern methods of dues accounting, first by visible file card, and then by machine.

"Under this new method, there will now be a complete new system for receipts and disbursements resulting

from a study by outside professional consultants, a system that will permit simple and easy filing of necessary government reports under the new labor law.

"This outside firm has worked with our own people and we have come up with a system that is by far the best organized and the finest in the entire union movement. It is based on the use of the NCR machines that were designed exclusively for the Teamsters. We are proud that we Teamsters are again showing the way to other unions."

The new manual contains a full set of new forms and complete instructions on office matters, and will serve as the official and authoritative guide covering all phases of bookkeeping under the new system, the operation of the NCR machines, how to handle

receipts and disbursements, and membership records. It also gives complete instructions for preparing reports required by the new labor act as well as reports to other agencies and to the International.

## Charters Reveal Organizing Scope

NAMES of newly-chartered local unions at the last Board meeting give an interesting picture of the variety and scope of recent Teamster organizing efforts.

Among the new charters issued were Local 9, United Sugar Workers, Brooklyn, N. Y.; Local 72, Office and

Clerical Employees, Pittsburgh, Pa.; Local 178, New Jersey Agricultural Workers, Jersey City, N. J.; Local 308, Phosphate Workers, Auburndale, Fla.; Local 314, New Jersey Turnpike Employees, Trenton, N. J.; Local 897, Teamsters Food Processing Employees, Burley, Idaho; Local 943,



same title, Caldwell, Idaho; and Local 1034, Container, Drum and Miscellaneous Workers, New York.

All told, 19 new local union charters were issued during 1960, plus two joint councils (Nos. 92, Arkansas-Oklahoma, and 93, Mobile, Ala.), and a new state conference (Georgia-Florida).

Among the charters issued during 1960 were Local 157, Employees of the Massachusetts Port Authority; Local 518, Marine Employees, Hoboken, N. J.; Local 685, St. Lawrence County (N. Y.) Dairy Farmers; Local 530, New Jersey Poultry Farmers, Vineland, N. J.; Local 18, Allied Production and Precision Workers, State of Rhode Island; and Local 292, General Teamsters Industrial Employees, Deming, N. Mex.

The Board also approved a change in the charter title of Local 703 in Chicago, to read: "Produce, Fresh and Frozen Fruits and Vegetables, Fish, Butter, Eggs, Cheese, Poultry, Florist, Nursery, Landscape and Allied Employees, Drivers, Chauffeurs, Warehousemen and Helpers."

This title, with 23 words, prompted one of the vice-presidents to ask if this broke a record for longest title in the roster. But, in fact, it fell eight words short.

The longest title—31 words—is owned by Local 293 in Cleveland, which reads: "Beer, Beverage and Wine Industry Salesmen, Workers, Drivers, Helpers and Warehousemen, Funeral and Livery Chauffeurs and Helpers, Funeral Home Employees, Floral and Special Services Drivers, Helpers, Workers, and all Automobile Salesmen."

This narrowly edged out Local 975 in St. Paul, Minn., which has 30 words in its title: "Petroleum, Refinery, Pipe Line and Bulk Plant Workers, Gas and Oil Drivers, Service Station Attendants, Parking Lot and Ramp Drivers, Helpers and Inside Employees, Automotive Service and Parts, Allied Industries."

Not all local union titles are so colorfully descriptive, however. The shortest title has one word—and six locals share this distinction. Local 1, New York, and Local 8, Brooklyn, are known simply as "Brewers." Local 117, Seattle, and 206, Portland, Ore., are simply "Warehousemen." And Local 265, San Francisco, and 640, Los Angeles, are called "Chauffeurs." Counting letters in the name, the "Brewers" win.

## Local 730 Marks 20th Anniversary

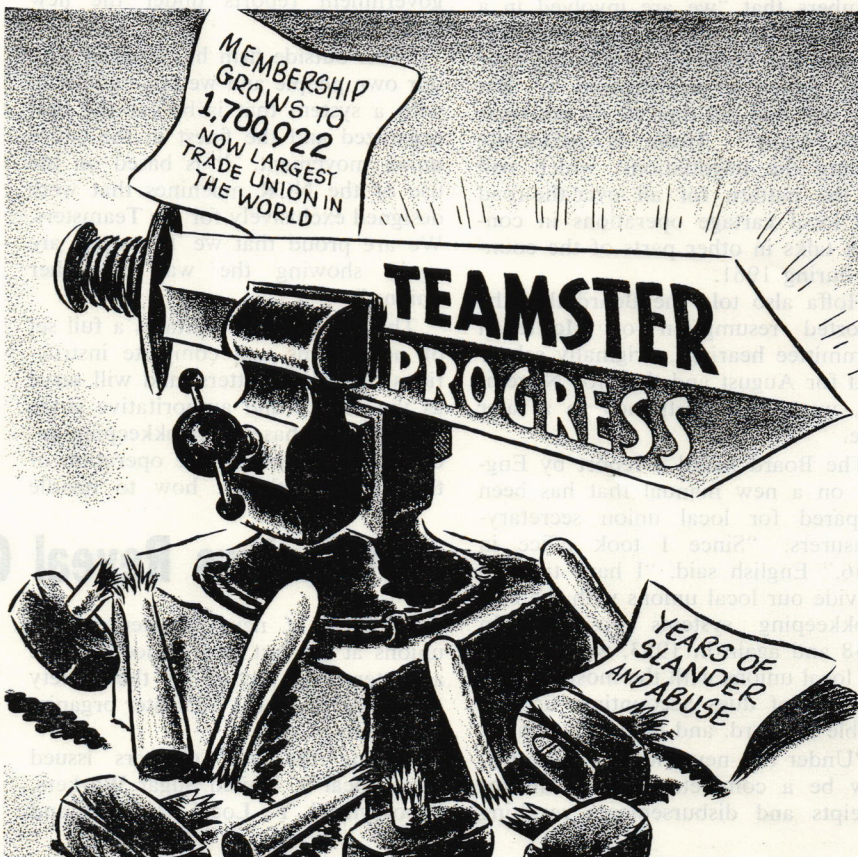


Executive Vice President Harold J. Gibbons gave the principal speech at the 20th anniversary banquet of Teamsters Local 730 in Washington, D. C., last month. Shown above is the executive board of the 1,500-member warehouse local (from left): John Cleveland, president (on leave as Eastern Conference organizer); Gibbons; Daniel Hennessey, vice president; Eula Saunders, recording secretary and banquet chairman; Edmund Money, trustee; Henry G. Butler, Sr., secretary-treasurer (behind podium); Al-

bert Stansfield, trustee; and Alston Fletcher, trustee.

Local 730 was at one time Federal Local 21104, organizing in November, 1937. In 1940, it affiliated with the International Brotherhood of Teamsters. Secretary-Treasurer Butler pointed out that the local's first contract, signed in 1938 and covering grocery warehouse employees, called for weekly wages ranging from \$20 to \$36 per week. Today, he said, those same workers earn wages ranging from \$94 to \$116.20 per week.

## Unable to Dent It!





## IBT Helps Beat Rail Subsidy

The International Brotherhood of Teamsters successfully opposed a \$50-million subsidy for Canadian railroads last month, charging that the subsidy discriminated against the trucking industry.

"Should the taxpayers' money be used for subsidies so that the railways can increase their purchases of trucking firms?" the Canadian Teamsters charged.

"Will it become public policy that the privately owned trucking industry be penalized and eliminated because its quality operations are both reliable and profitable, and its rates competitive with the railroads?"

Prime Minister John Diefenbaker ended the battle. In a speech to Canadian House of Commons, he declared simply, "No subsidy." He was immediately interrupted by applause.

The reason for the proposed \$50-million subsidy was that the railroads were threatened with a strike by the Canadian non-operating railroad unions. A conciliation board recommended only 14 cents an hour wage increase after the unions had demanded 25 cents. The subsidy would have made up the difference to prevent a nationwide railroad strike.

Teamsters asked for an investigation to determine whether the government was not proposing to subsidize railroad inefficiencies.

The Canadian Trucking Association also attacked the proposed subsidy. They conducted a nationwide campaign in the newspapers, television and radio to kill the subsidy.

John Magee, executive secretary of the CTA, told members, "You must act just as though somebody were trying to take your house and property from you. It's so silly that it is tragic, but we have to take it seriously," he said.

Both the Teamsters and the CTA filed vigorous protests with the Royal Commission on Transportation. The briefs went beyond the proposed subsidy, attacking the existing subsidies given to the railroads, and asking for tighter regulations on railroad rates.

## Teamster Wives Promised Inquiry Into Piggybacking of Automobiles

Congressman-elect Henry Shadeberg of Wisconsin has promised the wives of Teamster truckaway drivers that he will make an investigation of piggyback rates awarded the railroads by the Interstate Commerce Commission.

The Wisconsin Republican is particularly disturbed with the ICC-approved rates on the shipment of cars from the American Motors assembly plant in Kenosha. Approximately 700 Teamster members have been thrown out of work as a result of the railroads' invasion of the truckaway business.

Shadeberg said that he had received over 100 letters from the wives of Teamster members protesting the ICC's approval of obviously discriminatory rates for the railroads to haul cars.

The Congressman-elect, a Congressional minister, then invited the wives to meet with him on December 6. Following the meeting, Shadeberg announced that he would make his own investigation, and ask that the ICC investigate the effect of the discriminatory rates granted to railroads.

The Teamster wives have written to the entire Wisconsin Congressional delegation, including Senators William Proxmire and Alexander Wiley, and Governor Gaylord Nelson asking that they speak out against the railroads' piracy of the truckaway business.

E. J. Robillard, secretary-treasurer of Teamsters' Local 95 in Kenosha,

has explained to Governor Nelson that the state treasury stands to lose several hundred thousand dollars, if the truckaway companies are forced out of business by the ICC-railroad combination.

"The loss in truck registration fees and fuel tax will mean a loss in revenue to the state of Wisconsin in excess of \$500,000 which means that if the state needs the revenue it will have to be passed on to the general public (through increased taxes).

"Other loss of revenue in the community," said Robillard, "is felt by merchants, motel and hotel operators, restaurants, and this applies to all other establishments throughout the country, and we believe that it is time that human rights be placed above the purely profit motive."

Robillard added, "We earnestly solicit your help to the end that the ICC be enjoined from approving discrimination rates which have such an adverse effect on the general public."

The situation in Kenosha is typical of what has been going on throughout the nation, according to Teamster officials. The railroads, they say, are seeking a transportation monopoly, and with the active assistance of the ICC they are driving truckaway companies out of business.

The attack is not confined to just the truckaway companies. The entire trucking industry is being subjected to a campaign of invasion and piracy by the railroads, Teamster and trucking officials contend.

## English Honored on 50 Years

General Secretary-Treasurer John F. English will be honored for 50 years as an officer in the Teamsters Union at a testimonial dinner January 7 in New York City. The affair is sponsored by the Eastern Conference of Teamsters.

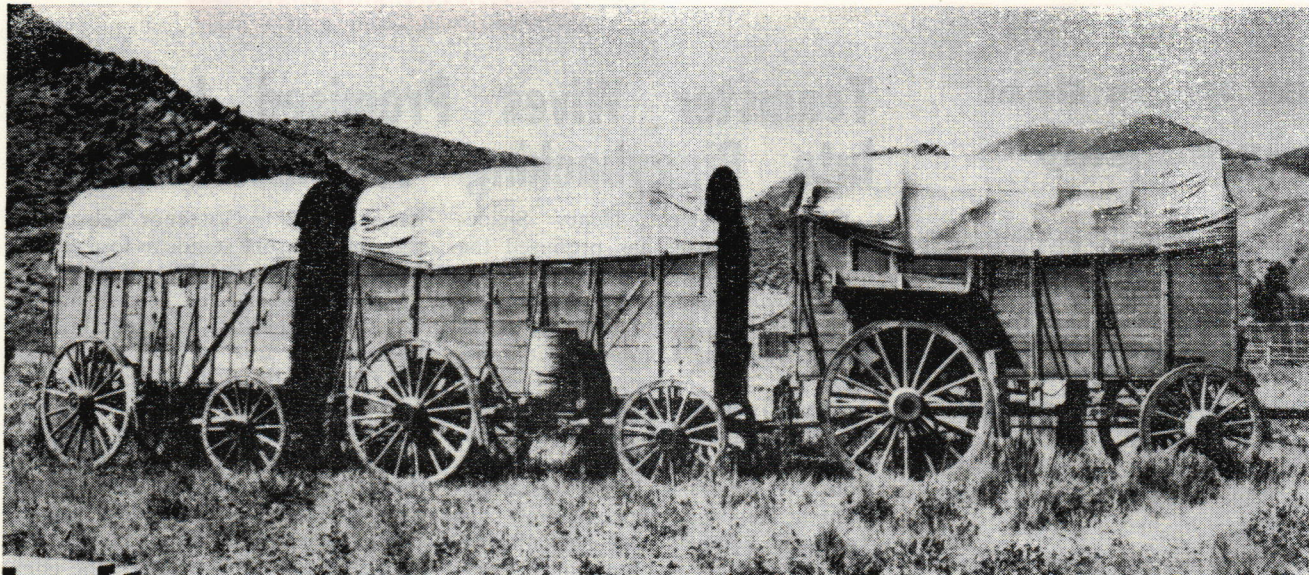
English was first elected a business agent of Local 68 in Boston in December, 1910, and took office in January, 1911.

English, who will be 72 next April, joined the Teamsters in 1904 at the age of 15. His first job was driving a two-horse dump cart, working from dawn to dusk.

In 1927, English was elected fifth vice president of the International Union at the age of 38, becoming a close associate of the late Teamster President Daniel J. Tobin. By 1936, Tobin prevailed upon English to relinquish his post as vice president to become a general organizer and auditor for the International Union.

English served in this capacity for the next 10 years, assuming the position of General Secretary-Treasurer in 1946.





Forerunner of modern "doubles," draw wagon above hauled freight across Great Plains in early 1800's.

## THE CONTINUING REVOLUTION IN TRANSPORTATION

# FREIGHT MOVEMENT: AN INDUSTRY IN FLUX

**PROBABLY NO ONE INDUSTRY** in the world has undergone more rapid change than the transportation industry. In constant revolution beginning with the invention of the wheel some 7,000 years ago, transport today is poised at the edge of space which holds out new horizons still past man's power to comprehend.

Between man's invention of the wheel, often called his most useful tool, and future space transport, is the story of men and their visions that has changed the face of civilization once every generation.

It is believed that in the United States the term "Teamsters" became synonymous with commercial and passenger transport with the introduction of the long wagon and covered wagon which was to play such an important role in pioneering Western America. Both of these vehicles were drawn by four, six, eight or more horses.

Early Teamsters drove many models of wagons, drays and carts in that period when American transportation depended entirely upon iron men and wooden wheels. Some of these included wagons with sideboards, heavy duty wooden chassis for hauling pipe and iron, mountain wagons with oversized brakes for steep grade work and the general purpose farm wagon. Other types were the dead axle dray used for heavy drayage and light delivery carts and wagons which transported furniture and other light commercial products.

A familiar sight in American neighborhoods during this era was the coal and produce wagon. Construction jobs employed the pole cart for hauling poles and timbers. Rock and dirt were hauled by frame-bed dump carts.

Interestingly enough, the many shapes and sizes of the early wagons, drays and carts had a pronounced influence on motor truck design which was to revolutionize transportation in the United States.

### The Cover

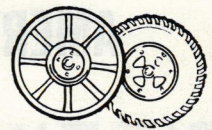
Photos on our cover impressively depict progress of the trucking industry in the continuing transportation revolution. Early picture shows a "typical freighter," drawn by an eight-horse team near Bend, Ore. shortly after the Civil War. Big diesel tractor and trailer rig in oval typifies the modern truck operated today by the same company — Bend Portland Truck Service. In contrast to the early freighter's "eight horsepower," today's powerful tractor generates some 200 diesel horsepower.







First bridge over Willamette River in Portland, Ore., saw use of dray teams like above, typical of log rigs at turn of century.



the  
continuing  
revolution  
in  
transportation



A "beer truck" of the early 1900's.

Local drayage looked like this on American streets just prior to invention of internal combustion engine.





# AMERICA FEELS IMPACT OF GASOLINE ENGINE



This early produce truck helped speed distribution of life's necessities.

**THE COMING** of the internal combustion engine brought the American trucking industry into its own, and for the first time presented itself as a serious competitor to the railroads for a share of the nation's freight shipments. The first gasoline powered

commercial truck was an Autocar Delivery Truck which could haul 700 pounds of freight at speeds up to 10 miles per hour.

By 1905 truck and bus production had reached 74,000. From 1905 to 1915 truck design made its most

radical change. By 1911, these changes began to be introduced to the public through the first American truck show in Philadelphia. By this time the solid-rubber tired wheels were rapidly disappearing in favor of the pneumatic-tired wheels.





Ox-drawn schooners supplied frontier—under hardships.



Electric parcel truck was brief success, but lacked hill power.



Kerosene headlights and hard rubber tires—vintage 1920.

This was especially true in over-the-road operations which were being expanded on a month-to-month basis by every truck carrier in the country.

From 1915 to 1925, during and after World War I, trucks were winning top priority from the country's shippers in need of fast and convenient transportation. Indeed, it was in the early 1920's that extensive use of motor trucks began to draw attention from regulatory authorities who saw vast revenues for Federal and state coffers in the growing trucking industry.

It wasn't until early 1930, however, when interstate trucking became widespread, that those concerned with taxing and regulating truck traffic began to blueprint higher registration fees, license fees and taxes for trucks. In 1935 the Federal Motor Carrier Act was approved by the country's President and became Part 2 of the Interstate Commerce Act. At this point

the trucking industry found itself subject to both Federal and state regulatory jurisdiction as the passage of the Motor Carrier Act did not change intrastate truck regulations. While motor carriers were not entirely satisfied with this situation of having to pay two or three times as much money for registration fees and fuel taxes as other highway users, they only put up a token fight against the so-called two-structure tax on their equipment. They probably did not fight harder against this system because they were anxious to pay their fair share for improved main and secondary roads and highways.

With the rise of the third-structure taxes at the close of World War II, the trucking industry became highly critical of what it termed "the lack of equity among all highway users in all states." Nevertheless, a number of states levied a third-structure tax against motor trucks. Such taxes are

known as the ton-mile, weight-distance, or axle-mile tax. The ton-mile tax takes the gross weight of the vehicle into account and multiplies it by the distance traveled. The axle-mile tax is nearly the same. It is based upon the number of axles multiplied by the distance traveled.

Supporters of the third-structure tax system contended that the weight of trucks was a major factor in the deterioration of highways and that truckers should pay more taxes to compensate for additional maintenance and improvements made necessary by the operation of large trucks.

Motor carriers, on the other hand, argued that weather and time were to blame for road deterioration. The industry sustained their argument to a great extent by conducting a series of highway and road tests under controlled conditions which produced conclusions favorable to the truckers' contention.



# SWIFT CHANGES KEEP TRUCKING IN FOREFRONT

**DURING THE YEARS WHEN THE TRUCKING INDUSTRY** was fighting for equity on the tax front, the motor truck and its combinations of freight-carrying vans, stake-racks, flatbeds, furniture and freight boxes had undergone new and dramatic change. The gasoline-powered truck-tractor had been all but displaced in the far-West by diesel-powered full-trucks and truck-tractors. New type refrigerated trailers pulled by diesel power placed the produce markets of the West, Northwest and parts of the mid-West less than 24-hours from the farm.

Petroleum products like asphalt, light and heavy industrial oils demanding controlled heat in transport could be hauled in insulated tankers as far as 600-miles without fear of reducing temperature tolerance.

New and bigger heavy-haul equipment was supplying the answer to off-the-highway construction jobs by transporting

Modern equipment means four days coast to coast. Early passenger schooner (inset) took five days from New York to Philadelphia.

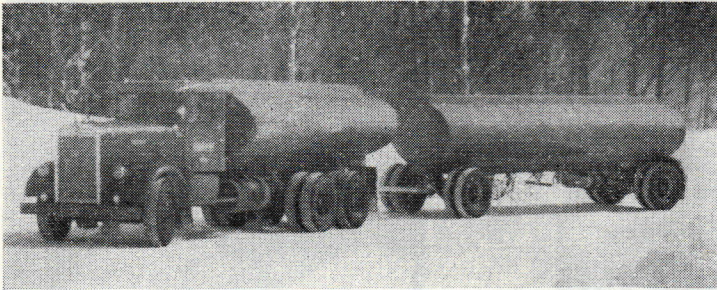


cranes, shovels, cats, hot plants and other heavy equipment to any job site in the country. Later bulk cement transport provided the final service that made trucks the central need in American highway, road, airport and home-site construction.

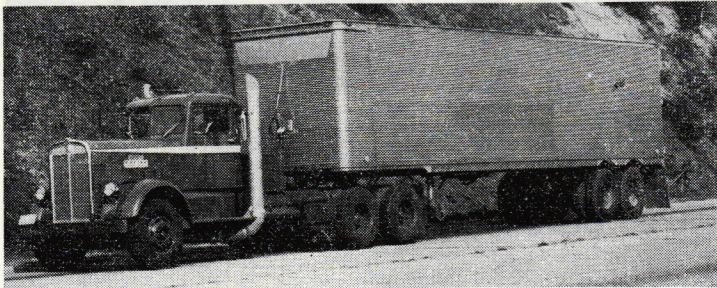
General freight, or dry-freight transporters were building new terminals during this period to keep abreast with industry's larger and more productive production plants. General freight hauling, taking the lead from produce operations, were instituting sleeper runs that became the forerunners of transcontinental trucking. With more power and larger trucks and trailers, shippers got better and quicker service, and, at the same time, operators realized a greater use factor on their equipment.

It was about this time that the terms peddle run, division, turn-around and sleeper-cab began to pop-up in the industry's labor agreements with the Teamsters' Union. It was terms like these, mutually agreed upon at the bargaining table, that helped the trucking industry expand its operations from coast-to-coast. Service and more service—that's what the shipper demanded and that's what the industry gave.

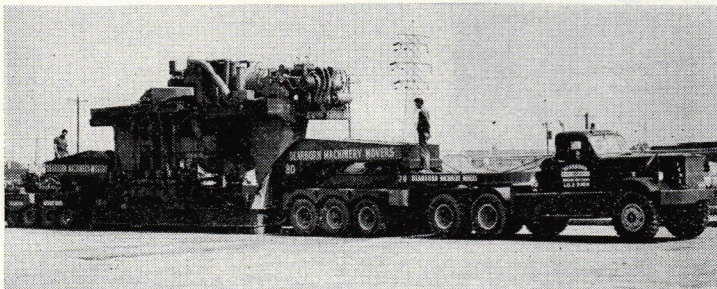




9,000 gallons of gasoline in 60-foot truck and trailer.

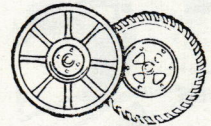
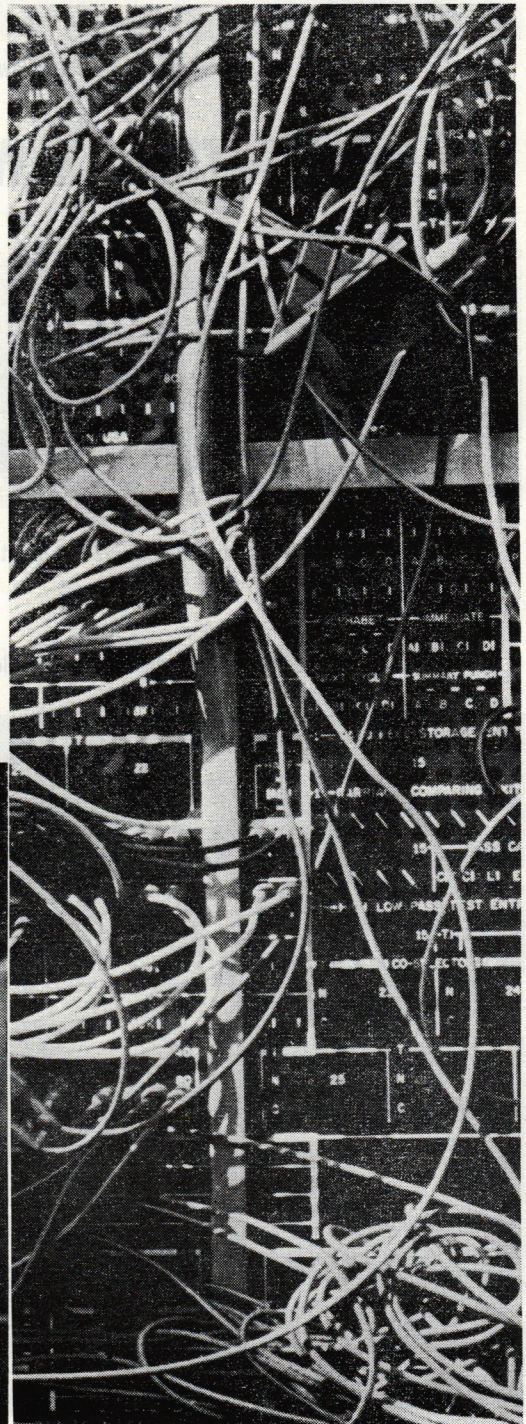


Modern semi-truck and trailer used by transcontinental carriers.



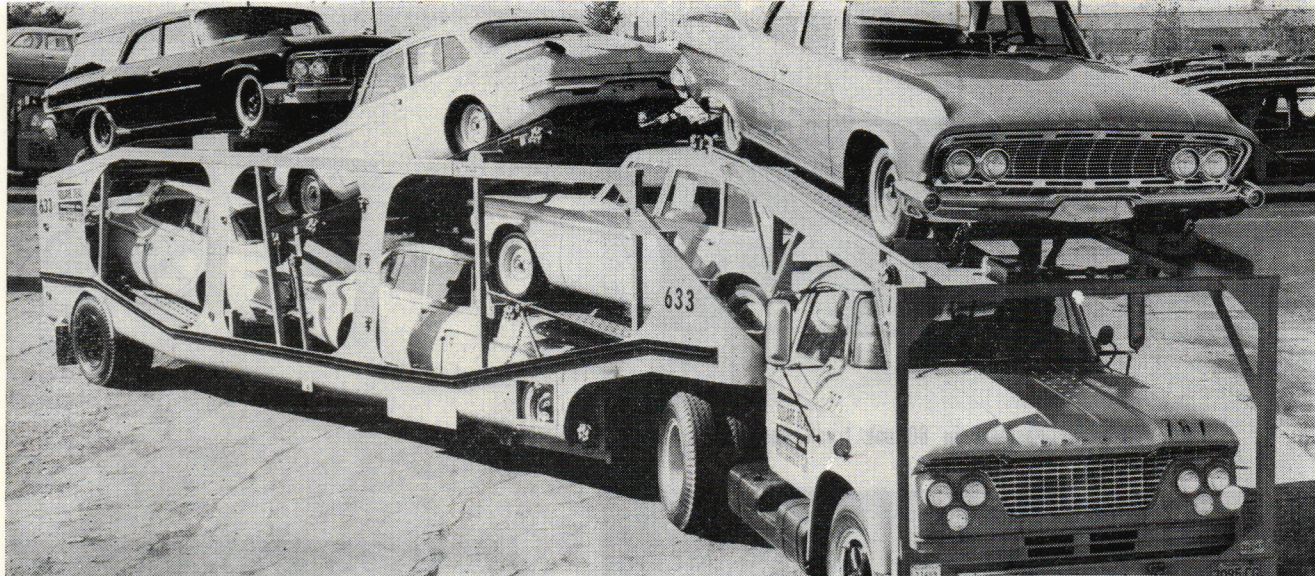
Multiple-wheeled heavy haul (gooseneck) trailer.

Modern computing systems keep track of equipment and expedite freight movements (below and right).



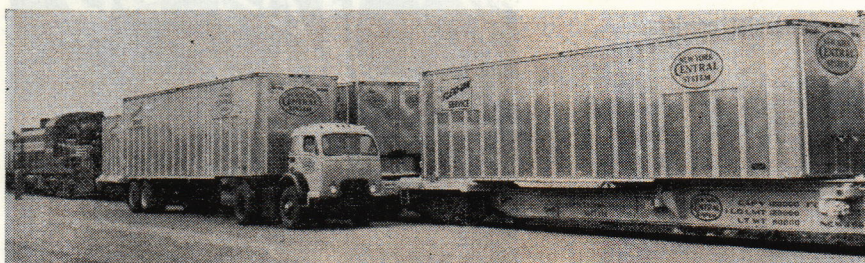
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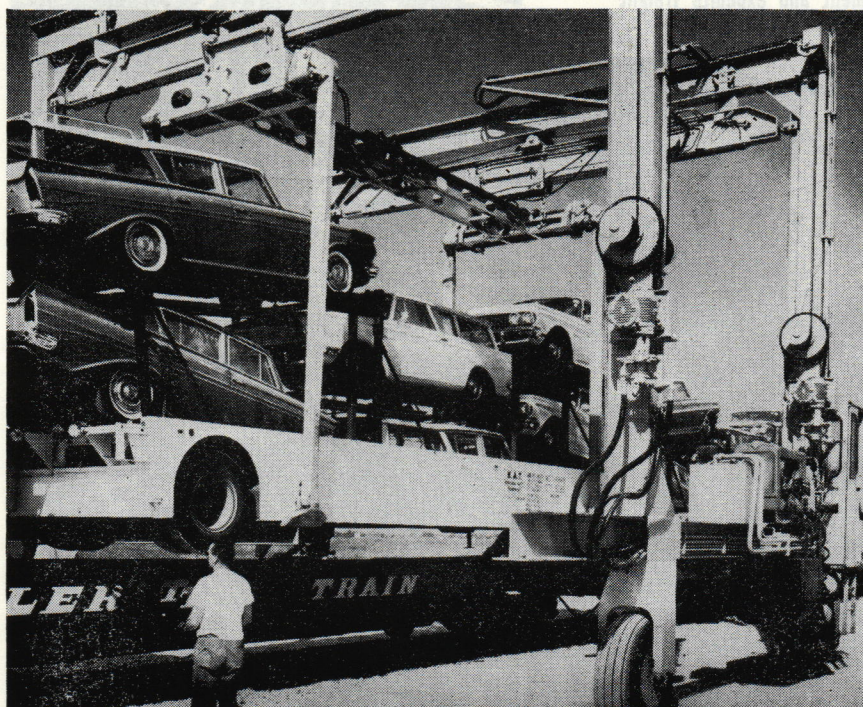
New six-car truckaway rig replaced old four-car equipment.

## AUTOMATION: NEW PROBLEMS FOR TRUCKING



Flexi-Van—one man can load 50-foot trailer on flat car.

Modern loading apparatus transfers truck trailer to piggyback operation.



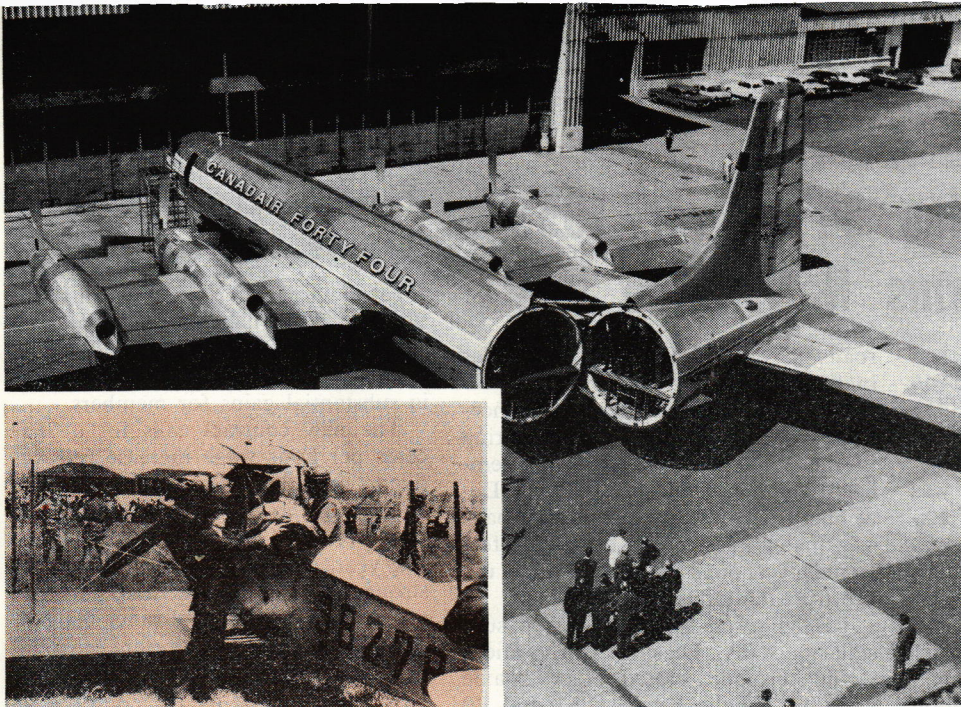
**EARLY IN THE 1950's** other new words changed the face of American transportation. They were "containerization, piggyback, fishyback, and birdieback." But, perhaps one word would have done better—"automation."

Containerization basically means the packaging of any commodity in units, which can be small boxes or full-sized van trailers, to be moved to destinations by more than one method of transport. A given containerization unit can move by land, sea and air from any point in the United States to any country in the world.

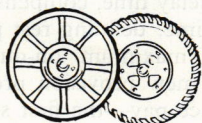
Piggyback for all practical purposes means the transport of truck trailers via railroad flatcars. One of the newest forms of this kind of transportation is the Flexi-Van which can be fully-loaded and placed upon a railroad flat car in four minutes by one man. At its destination point the process is reversed with the same labor and time-saving factor.

Fishyback has been explored by a number of major steamship companies, namely Pan-Atlantic. In Pan-Atlantic's project Trailership, 228





Convair's new freight-carrying prop-jet aircraft. Air freight has come long way (See inset).



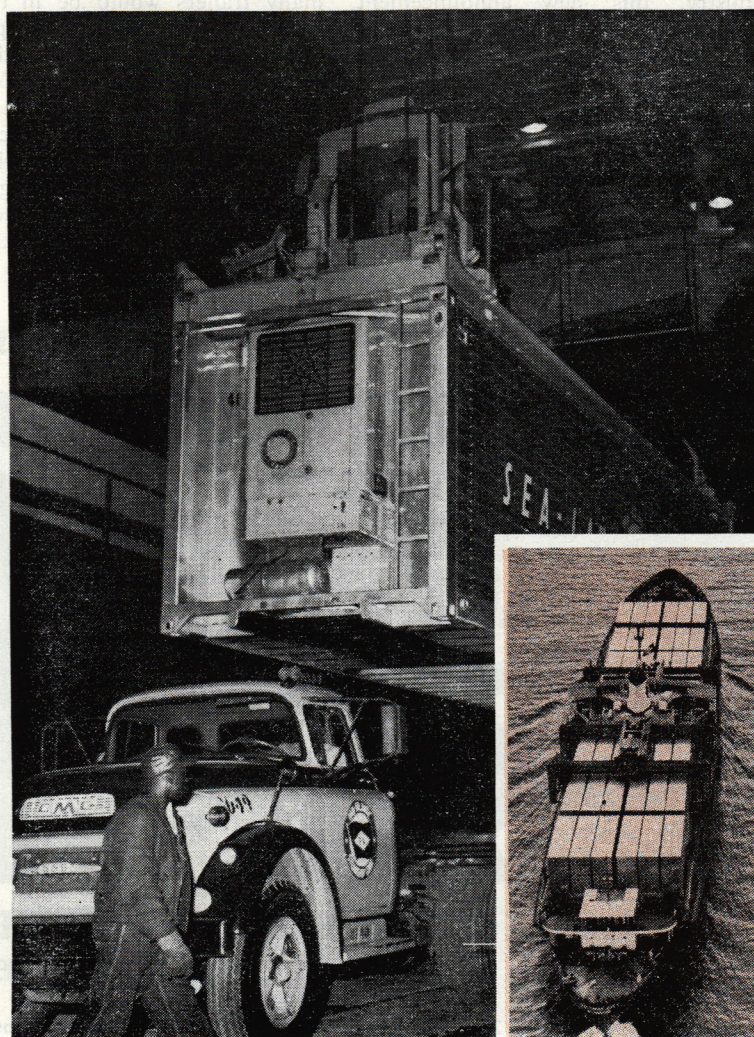
# the continuing revolution in transportation

Loaded trailers transport some 9,000,000 pounds of freight by boat to Eastern cities. In this operation loading and unloading costs are slashed by 80 percent. Labor costs are reduced by several hundred percent.

Birdieback, or air freight transportation, actually began during World War II. Vast military supplies were transported by cargo-carrying aircraft into almost every battle condition experienced in the last great world conflict. Before this period, air-lifts had been generally reserved for emergency situations when medical and other supplies were needed at disaster areas.

The jet-age has hastened the maturity of air freight. Today, airlines are able to transport general freight for about 3½-cents per ton mile, and are recognized as keen competitors with land and sea carriers.

The economic significance of America's vast transportation network continues to become more important to the over-all economy of the country as new methods and design push hard at the challenge barrier at the edge of space.



Containerization in freight-sea operation is latest development in maritime commerce. Inset shows fully-loaded container-ship.



## Piggybacking Gains 34% Over 1959 REA Express Forms Nationwide Pool

The railroad industry piggybacked 495,000 carloads during the first 46 weeks of 1960, an increase of 34% over 1959, and a 102% increase over 1958, it was disclosed last month.

Coinciding with these statistics was an announcement by the REA Express (formerly Railway Express) that it had formed a subsidiary corporation to operate a nationwide railroad piggyback interchange pool.

There was no response to the announcement from the American Trucking Association, but transportation experts feel that this new development could be the beginning of a battle between the railroads and the trucking industry.

"If there existed any doubt in anyone's mind that the railroads plan to invade and pirate the entire trucking industry, this new announcement should dispel these doubts," said one transportation consultant, who asked not to be identified.

Previously, the railroads had trained their heavy guns only on the car hauling business. The Interstate Commerce Commission, which favors the railroads, has provided them with discriminatory rates that allow the rail-

roads to destroy trucking companies in the car hauling business.

However, REA Express' announcement coupled with stories appearing in the Wall Street Journal (December 16) and in Business Week (December 17) indicate that the railroads—with an assist from the ICC—feel confident enough to take on the entire trucking industry.

REA Express said that its new subsidiary, REA Leasing Corporation, would provide closed, tandem-axle vans, in lengths between 33 and 40 feet.

The subsidiary will operate separate offices in 31 cities throughout the nation, in addition to the existing REA Express offices in every city of size in the nation.

The announcement did not say how many trailers would be in the pool, but it did note that REA Express has maintenance shops in 111 cities in 37 states and the District of Columbia.

William Johnson, president of REA Express, said, "Through a centrally-controlled system of multiple users, the new operations should give considerable impetus to an accelerated national growth of piggyback."

## Trans-Caribbean Signs Agreement

Contract negotiations between Local 901 in San Juan, P. R., and the Trans-Caribbean Airways involving the line's navigators ended last month in substantial gains for members.

The new contract calls for a 7½-cents per hour wage increase retroactive to April 1, 1960.

The agreement, which will be in full force and effect for a period of one year, also calls for strict seniority, strong job security provisions, maintenance of standards, and other clauses.

As a result of the recent negotiations, flight navigators at Trans-Caribbean will be used by the company as long as the services of flight navigators are required.

Other improvements include limits on delay time, compensation for standby time, defining rest periods and setting maximum on-duty time limits.

A new provision providing for severance pay—the first such program in the history of the company—can amount to as much as six-and-one-fifth months' pay after one year's service.

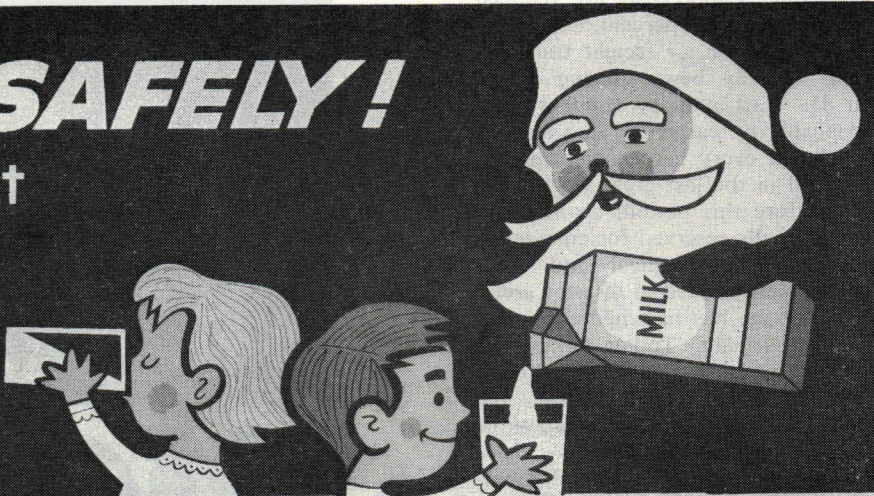
The new agreement was negotiated in New York by Frank Chavez, secretary of Local 901, who was assisted by Al Weiss, Chief Economist for the International Union.

## A Christmas Safety Message

# DRIVE SAFELY!

...and protect  
our best  
customers

Greetings from your...



**MILK & ICE CREAM SALESMEN, DRIVERS & DAIRY EMPLOYEES  
LOCAL 205 I.B.T.**

Local 205, Pittsburgh, utilized this effective Christmas theme in urging traffic safety.



## Railroads Peddle Phony Propaganda On Profit Picture



the  
continuing  
revolution  
in  
transportation



G. E. Leighty (center) told House Committee earlier this year that railroad profits topped trucking by 500%.

## Rail Labor Head Told Congress RR Profits 500% Over Trucking

G. E. LEIGHTY, president of the Order of Railroad Telegraphers and chairman of the Railway Labor Executives Association, had just finished testifying before a House Interstate and Foreign Commerce Subcommittee in early 1960 that the railroads' annual profits were 500% greater than the trucking industry's.

Members of the Congressional Committee sat back somewhat astonished. First of all they had been told by the multitude of railroad lobbyists, who double as propagandists, that the railroads "were a sick industry tottering on the brink of bankruptcy."

Secondly, they had been told that the several railroad labor unions were "featherbedding" the railroad industry to financial destruction. Thirdly, they had been told that the "heavily subsidized" trucking industry was forcing the railroad industry to the wall.

And fourthly, they had read the railroads' full-page advertisements that anyone who did not believe their fan-

tastic charges were comparable to "communistic sympathizers," perhaps worse.

These have been the main points in the massive propaganda program carried on by the railroads over the last decade. It has been carried on in the halls of Congress, state capitols, weekly and daily newspapers, radio and television, and national mass circulation magazines.

The railroad industry has spent untold millions of dollars for the biggest public relations firms, for the most expensive advertising agencies. They maintain a staff of high-priced lobbyists in Washington with big expense accounts, who do nothing but operate on Capitol Hill.

Another stable of high-priced lawyers operates at the Interstate Commerce Commission, both with the ICC Commissioners and the ICC staff members. At the state and local government level, railroad operators are always abundant.

Always the propaganda theme is the same—"The railroad is a sick in-

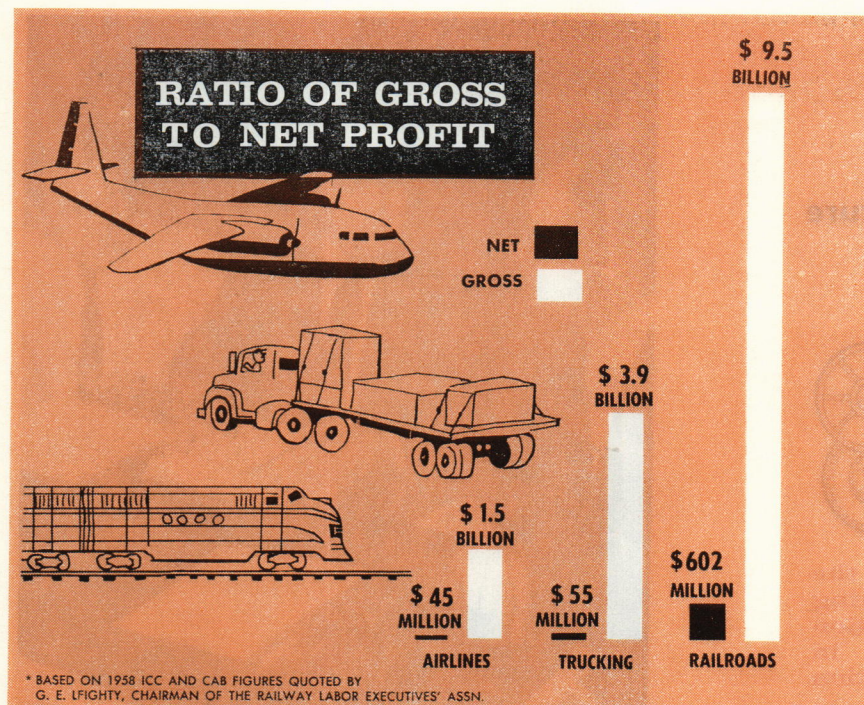
dustry tottering on the brink of bankruptcy" because of the railroad unions, the trucking industry, and other imaginary culprits.

Adolf Hitler in his autobiography *Mein Kampf*, stated: "In the size of the lie there must always be contained a certain factor of credibility since the great masses of the people will more easily fall victims to a great lie than to a small one. . . ."

This has been the strategy behind the railroads' massive propaganda campaign to gain a monopoly in the transportation industry. They place a little credibility into a huge lie, and saturate the nation with it. In this way innocent people who do not know the facts are easy prey, and become, unknowingly, propaganda agents for the railroads. Even those who do know the facts become railroad propaganda agents after hearing the big lie repeated over and over again.

It should also be noted that untold millions of dollars the railroads have spent for their massive propaganda





campaigns have been paid for by the American people.

The railroads merely add the costs of the million dollar propaganda campaigns to operating costs, which are tax deductible. So Americans are actually picking up the total cost of being brainwashed, and the erstwhile patriotic railroads are depriving the U.S. Treasury of millions of dollars of tax revenue.

The question that no doubt came into the minds of the Congressmen and spectators listening to Leighty's testimony was, "How can he justify such a statement when the railroads are constantly telling us that they are a 'sick industry tottering on the brink of bankruptcy.' What is the truth?"

Leighty then began to elaborate on the statement that the railroads annual profits were 500% greater than the profits of the trucking industry.

Quoting from the then most recent records of the Interstate Commerce Commission and the Civil Aeronautics Board, Leighty presented an even more startling picture of the profits of the railroad industry.

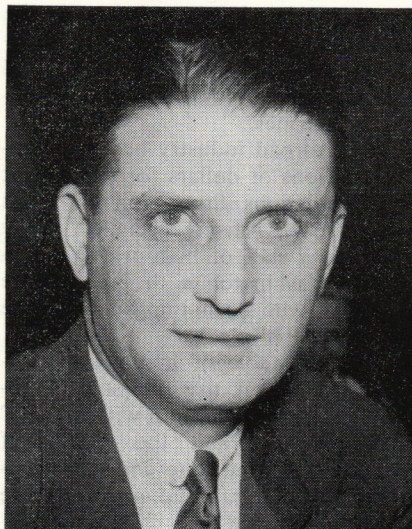
The ICC and CAB records indicated that the railroads' gross income for 1958 was \$9.5-billion as compared to only \$3.9-billion for the trucking industry, and \$1.5-billion for the domestic airlines.

The net profit to the railroad industry, according to these official records, was \$602-million. For the trucking industry net profit was \$55-million, and \$45-million for the airlines.

According to these figures, the ratio of net income to gross income showed that railroads were in twice as good a profit position as the airlines, and six times a better profit position than the trucking industry.

Leighty continued: "These figures are incontrovertible proof that the railroads are not only the largest and most important carriers in this country, but that they are by far the most profitable."

Leighty continued his testimony: "The railroads regard the 1920's as their golden age and in many passenger train discontinuance cases have compared the 1920's with recent years



EVERETT HUTCHINSON  
ICC Chairman

to establish the fact that there has been a decline in railroad passenger travel. Yet, financially, the best year in the 1920's was not as good as the worst year of the 1950's, and the total net spendable income for the nine years of 1950 to 1958 was almost double that for the nine years of 1921 to 1929."

Here is one of the railroads' key plans to gain a stranglehold on the transportation industry. They propose to discontinue their passenger service, despite the fact that they are able, but unwilling, to compete with the airlines and the buses for passengers.

By discontinuing railroad passenger service the way is open for the invasion and piracy of the trucking industry's freight business. However, they still hate competition, and have taken care that they will not have a great deal of it by winning a majority of the Interstate Commerce Commissioners to look at things their way.

In 1958, Leighty testified before a Senate Interstate and Foreign Commerce Subcommittee, and again he exploded the massive propaganda campaign of the railroads attempting to gain monopoly control of the freight transportation industry.

#### Six Points

Leighty made these six points:

"1. Fundamentally, the capital structure of the railroad industry and its physical structure, are as good as any time in history.

"2. Despite price and wage increases during the postwar period, unit costs of operation have not risen excessively.

"3. As costs have gone up, rates and fares have risen sufficiently to cover them.

"4. Consequently, net earnings have been very stable since the end of World War II.

"5. Although business conditions have declined considerably since 1957 (1958 was a recession year), rail net earnings have continued at a relatively high level.

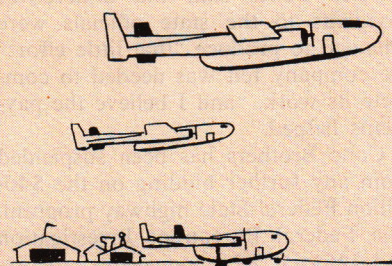
"6. Future outlook of the railways is excellent."

Railroad management, Leighty charged, has never become accustomed to competition in the transportation business, and are still carrying on with a "public be damned" attitude that was in effect when there were three ways to get from Point A to Point B: ride a train, a horse, or walk.

"The railroads should stop whining

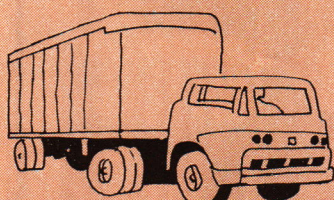


## COMPARATIVE PROFITS (NET)\*



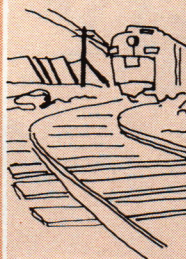
\$ 45 MILLION

AIRLINE INDUSTRY



\$ 55 MILLION

TRUCKING INDUSTRY



\$ 602 MILLION

RAILROAD INDUSTRY

\* BASED ON 1958 ICC AND CAB FIGURES QUOTED BY G. E. LEIGHTY, CHAIRMAN OF THE RAILWAY LABOR EXECUTIVES' ASSN.

and start pushing and selling," Leighty declared.

The railroads have accepted none of the suggestions made by Leighty. Instead they have, with the blessing of the Interstate Commerce Commission, given up on U.S. Mail and passenger service and have invaded and are pirating the trucking industry.

This has been done despite the fact that the railroads are public utilities and common carriers. The moral obligation that the railroads have to provide passenger service has been conveniently overlooked by greedy, profit-hungry railroad management and a benign Interstate Commerce Commis-

sion. They no longer have any concern for the fact that they are public utilities and common carriers.

The railroads have gone to the extreme in giving up the delivery of the U.S. Mail. However, the subsidies are no longer sufficiently attractive. And anyway, as a result of their massive propaganda campaign over the years, they can get almost everything they want from the ICC to invade and pirate the trucking industry.

The railroads are determined to put the trucking industry out of business. To do this they must receive discriminatory rates from the Interstate Commerce Commission to pirate the

freight business of the trucking companies. And this they are doing successfully.

This means mass unemployment for Teamster members, and bankruptcy for the trucking companies. Already the railroads are buying trucking companies for only a percentage of their actual worth. The railroads are also buying freight forwarding companies, and have announced huge expansion plans for their tax-exempt co-op, REA Express.

The trucking industry should soon realize that if they do not stand united to battle the railroads, then divided they'll fall.

## Teamster Local Negotiates Lifetime Job Security With Rail Companies

A new milestone was reached in the history of labor-management relations last month when a Teamsters local negotiated a contract with the railroad industry providing lifetime job security for its members.

The Teamster members covered in the contract are oilers employed on railroad tug boats operating in New York City's harbor. They are members of Teamsters Local 518.

Sam Del Grosso, president of 518, said that lifetime job security guarantee was personal to the members. Upon their death, resignation or retirement, the railroad industry may abolish the job.

Ernest Fleischman, Teamsters attor-

ney, said, "The productivity and automation problems confronting modern labor-management relations hinge on the solution of the problem of job security which this agreement seeks to solve."

The vast majority of the employees affected by the new contract have seniority in excess of twenty years. They are now assured lifetime tenure. The railroads involved in the contract are the Erie-Lackawanna and Long Island Railroad Companies.

In June 1959, the railroads abolished all diesel tug oiler positions with only five days notice, claiming that jobs were no longer necessary.

The Teamsters immediately called

a strike. The entire Eastern railroad industry followed by going to Federal Court to get an injunction against the strike.

The Teamsters countered by asking the Federal Court to order reinstatement of the Teamster members pending final adjudication of the settlement. The Court granted the Teamsters motion, but in the Court of Appeals the decision was reversed.

The Teamsters then went to the U. S. Supreme Court where the Court of Appeals was reversed, and the case sent back to Federal Judge Bryan for further disposition.

The railroads and the Teamsters then began negotiations that ended in the history-making settlement. Oilers with 20 years seniority have life time job security, and oilers with less than 20 years seniority will receive severance pay effective January 1, 1961. Nearly all of the oilers have 20 years or more seniority.



## Teamster Plays Santa in Brooklyn



John Campbell, president of Teamster Beer Drivers Local 124 in Brooklyn, New York, brings joy as Santa Claus to one of the 2,000 children in orphan homes and hospitals who received toys and gifts from the Teamster local.

## Struck Contractor Admits Making Undercover Payments to Officials

The Teamster-struck Cone Brothers Contracting Company in Tampa, Fla., admitted to a Congressional investigation last month that it made weekly undercover payments to 16 engineers employed by the Florida State Road Board.

Cone Brothers, highway builders, is one of the most anti-labor firms in Florida. Teamsters Local 79 in Tampa has been waging a strike against the 19th century labor relations policy of the company since last summer.

Before Congress began investigating the company, a committee of the state legislature had disclosed evidence of vast corruption between Cone Brothers and certain state officials. The officials have since been fired.

J. L. Cone, president of the company, immediately issued a statement branding the exposure of the corruption as the work of Teamsters Local 79. He said that it was an attempt by the Teamsters to break the company.

J. W. Hughes, president of Local 79, commented: "Cone's statement has not denied one fact; instead it attempts to smear the Teamsters so Cone won't

get hurt. But I think they will have to pay the penalty.

"If any members of the Teamsters Union have played even a little part in exposing how the taxpayers' money has been misspent then I'm damn proud," Hughes said.

"I am proud of the activities of the state legislative committee, and glad to know that the state's money is being watched and won't go for payola, but for roads."

Congressman John Blatnik of Minnesota, chairman of the House Committee conducting the investigation, announced that the head of Cone Brothers has been ordered to testify before the committee.

The Blatnik group has disclosed that the Cone Brothers paid state road officials \$23,325 during the past three years. The company also ran up a \$16,695 bill for whiskey that it gave to state officials.

One state engineer admitted under oath that each Christmas he received eight to ten turkeys, six to 15 hams, 18 to 20 quarts of whiskey, dozens of cartons of cigarettes, and several hundred dollars in cash.

Cone Brothers Superintendent Charles Bailes said the undercover payments to the state officials were intended to produce "that little effort" the company felt was needed to complete its work, "and I believe the payments helped."

Cone Brothers has been suspended from any further bidding on the \$40-billion Federal-State highway program. The Federal Bureau of Investigation and Internal Revenue agents are expected to begin an investigation of the company.

## Strike Delayed For Yule Season

Flight Engineers employed by American Airlines last month asked a Federal District Court in Dallas, Texas to postpone a hearing involving the question of the legality of a strike against American Airlines.

The action was taken, Flight Engineer's President Ron Brown said, because of the Christmas Holidays. Brown pointed out that no actual strike date had been set by the union, but that the filing of the suit by the American management left the impression that a strike would be called during the holidays.

The Flight Engineers is a young, militant union which recently presented a plaque to Teamster President James R. Hoffa, and expressed thanks to the Teamster members who assisted them in a strike. The International made a loan to the Flight Engineers during the strike which was an attempt on the part of the airlines to destroy the union.

Brown said the union "has no desire to inflict hardship on the traveling public over the Christmas Holidays" and that he, therefore, instructed the union's attorneys to ask for the delay and to reassure the Court that the union would not strike American during the holiday season.

American had been seeking an injunction to stop any Flight Engineer's strike. Negotiations between the Company and the union have been going on all year with little progress. The basic dispute involved Jet Crew working conditions.

The FEIA represents approximately 700 Flight Engineers on American Airlines.

The Court agreed to the postponement when the Flight Engineers said they would not strike until the case is heard after the holidays.



# THE LANDIS REPORT

## I.C.C. and Other Regulatory Agencies Criticized; Report Says Continuing Transportation Revolution Creates Need for Policies Suited to the Times

The Landis Report, submitted last month to President-elect John F. Kennedy, is one of the most critical studies ever made about federal regulatory agencies such as the Interstate Commerce Commission.

Because of the importance of I.C.C. policies and decisions to Teamster members and their families, we print in the pages following some excerpts from the Landis Report as they relate to the I.C.C.

Following submission of the report, its author, James M. Landis, was appointed to the position of White House Overseer of these regulatory agencies. His responsibility will be to bring reason and light to the chaos and confusion that has characterized many of these agencies in recent years.

Landis' credentials are impressive. A former dean of the Harvard University Law School, he has also been a member of such regulatory agencies as the Federal Trade Commission, the Securities and Exchange Commission, and the Civil Aeronautics Board.

### *Excerpts from the Landis report state:*

A prime criticism of the regulatory agencies is their failure to develop broad policies in the areas subject to their jurisdiction. As this report noted earlier policy formulation can be made in various ways including the adjudicatory process. The failure to utilize other methods for policy formulation is due primarily to the pressure of business on the adjudicatory side.

Where, however, the greatest gaps exist are in the planning for foreseeable problems. Absent such planning the need for ad hoc solutions to the particular manifestations of the problem precede and, indeed, may preclude any basic policy formulation. The duty to undertake such planning is set forth with considerable specificity in many of the basic statutes creating the agencies, and yet plans have failed to evolve. Transportation is the most obvious of these areas. Planning to deal with the inevitable impact of increased competition on both long-haul and short-haul freight and passenger rail transportation has been minimal. Bureaucratic obstacles to the abandonment of unprofitable inter-city service became so severe and

so unrealistic that the Transportation Act of 1958 sought in a way, perhaps too severely, to cut the Gordian knot. The problems of the shorter-haul carrier, such as the New Haven Railroad, could be seen long in advance but plans to deal with the problem as such have not yet been devised. The general deterioration of rail service, particularly on the Eastern roads, goes on apace, yet its tie-in with rates and financing is still to be determined. Such solutions as have been devised are piecemeal in character and bold and imaginative thinking is lacking. Commodity tariff classifications still reflect an economy whose changes have made many of them obsolete.

There are many areas calling for well coordinated attacks upon problems common to many agencies. This is true in the fields of transportation, communications, energy, monopoly, and unfair trade practices. The development of a national transportation policy, as urged in the Democratic platform of 1960, calls for the achievement of maximum efficiency in transport, which, in turn means that "at a given level and structure of capital investment, efficiency requires that traffic be distributed among motor

carriers, railroads, water carriers, pipelines and air carriers in such a way that each type receives the traffic which it can carry with the best consumption of resources by the carrier for the service standards required by the user. It requires also that several forms of transport be used in coordination which can produce a better service-cost result than any single form working alone. Finally it requires that every enterprise participating be ably and energetically managed."

The prime Federal Agencies concerned with the development of such a policy are the ICC, the CAB, the FMB, the FPC, the Bureau of Public Roads, the Military Transportation Service, the Army Corps of Engineers and the Department of Commerce. With reference to some phases of transportation it will also become necessary to effect coordination with various state and municipal agencies in order to deal with problems of a local or regional nature.

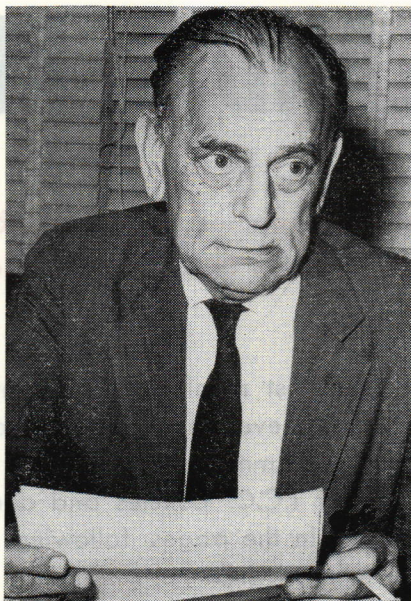
The railroad commuter crisis that was apparent a decade ago has had little or no effective help from the Federal Government despite some rather casual and ineffectual investi-



gations by the Interstate Commerce Commission. The only remedy thus far devised has been periodic increases in commutation rates, a seemingly endless process since the causes that make for deterioration remain. Despite the tremendous decreases in rail passenger movements and their increasing costs the defeatist observation of the Interstate Commerce Commission examiners to this general problem to the effect that the passenger railroad car is likely to be found only in a museum in the 1970's is not likely to become true. Users' charges based upon use of federal facilities or federally subsidized facilities are unevenly distributed among the various forms of transportation thus favoring one form of transportation as against another, and imposing upon the taxpayer costs properly chargeable to others.

It is unnecessary to catalog further the many different areas of interaction and the achievements that might be accomplished were an articulate national transportation policy to be ground out by the process of coordination. Thus strengthening our transportation system for peacetime purposes means much for it can that much more effectively respond to wartime needs.

Among the agencies principally calling for reorganization is the Interstate Commerce Commission. It lacks positive direction because of the absence of the position of a chairman who is other than a presiding officer. The theory of a rotating chairman, elected annually by the membership, may assuage the ambitions of its membership, but it deprives the Commission of that leadership that it so sadly needs. The informed public generally knows the names of the heads of our Executive Departments and has some sense of the general policies that they advocate. But even the informed public within the railroad and trucking industries have no idea and care less who, for the time being, might be the Chairman of the Interstate Commerce Commission. The selection of the Chairman from among its membership is essential but it is equally essential that he be appointed to that office by the President and hold it at his pleasure. A chairman must evince an ability to manage the mechanism over which he presides so that delays and unnecessary bureaucratic procedures do not characterize its work. He must be able to obtain the respect and loyalty of his colleagues and, above all, take the lead



James M. Landis

in the formulation of the policies that the Commission should pursue.

The membership of the Interstate Commerce Commission, eleven in number and the largest of any regulatory agency, gives ground for concern. Commissioners have been added to the Interstate Commerce Commission from time to time on the theory that their addition was necessary because of the increased work load of the Commission. The commission was authorized to create panels or to dispose of cases before it and it has done so. However, the right to get reconsideration of a panel decision by the full Commission has been so broad that reconsiderations of panel decisions are very frequently requested and too frequently granted. Reforms in this panel process of decision must be made so that rarely will be unwieldy number of eleven Commissioners be called on as a body to determine issues generally never more consequential than those finally disposed of by three judges in our Circuit Courts of Appeal.

Opinions of the Interstate Commerce Commission are presently in the poorest category of all administrative agency opinions. Their source is unknown and the practice has grown up of parsimony in discussing the applicable law in making a determination. Lengthy recitals of the contentions of the various parties are made as a prelude to a succinct conclusion devoid of real rationalization. This practice was inveighed against by a distinguished former member, Commissioner Aitchison, but it has not been changed. The creation of an opinion writing section has been urged

by the managerial consultants hired to survey the Commission. But opinion writing sections are not the answer even at their best as in the Securities and Exchange Commission. Individual Commissioners must be assigned the responsibility of expressing the conclusions of the Commission. They will, of course, need help and appropriate help in the nature of law clerks such as are now assigned to federal judges, rather than the present practice of temporarily assigning attorneys from the staff of a Bureau. Law clerks personally attached to a Commissioner will take pride in their chief's performance just as the law clerks seek now to perfect the work of their judges.

The individual commissioners are presently assigned administrative duties as supervisors of various Bureaus within the Commission. This is unnecessary and disruptive of the time of the Commissioners.

A major problem in the reorganization of the Interstate Commerce Commission, as in most other agencies, is the delegation of appropriate duties to persons below the Commission level. Some advance in this respect has been made by the organization of four employee boards to deal with a series of non-hearing cases from whose decisions an appeal can be made the Commission. In hearing cases the decision can be carried to the full Commission level by exceptions directly from the hearing examiner's report or upon a request for reconsideration of a decision by a panel of Commissioners. Delegation of matters to a greater degree than this is admittedly made difficult by specific provisions of the Interstate Commerce Act which, more than any of the other basic statutes, defines the procedural requirements to be followed by the Commission. However, changes even in these procedural requirements could seemingly be effected by Presidential action under the Reorganization Act provided that no infringement is made upon the right of judicial review.

Whether a reorganization plan could make final the decisions by single Commissioners, hearing examiners, or employee boards in certain groups of cases might be debatable, but a reorganization plan could make them final subject to review akin to the selective review by certiorari now employed as the means by which the Supreme Court of the United States determines which decisions of the Circuit Courts of Appeal it wishes to review. A judicious use of such a



scheme and in insistence on brief petitions for certiorari by counsel would cut down enormously the business demanding attention at the Commission level. The legality of such a plan under the concepts of due process is not truly questionable.

Even within the confines of the existing law marked improvement in the manner of handling the adjudicatory problems could be made. The single Commissioner technique is rarely, if ever, utilized. Replacing a panel of three by a single Commissioner would obviously conserve a portion of the time of two Commissioners.

Again, the problem of hearing examiners has been handled badly by the Interstate Commerce Commission. The Civil Service classification of some examiners are below those of examiners in the other major agencies. They are regularly assigned to particular Bureaus and are thus confined both in interest and outlook. They have been subjected to the indignity of time clock controls. They have neither secretaries nor other assistants to aid them and frequently are ill-housed. Their reports are also too frequently rewritten for no discernible purpose.

These steps should now be taken:

(1) Reorganization plans should be prepared covering the agencies named above, strengthening the position of the Chairmen, having them designated in all instances by the President and holding the office of Chairman at the pleasure of the President. These plans should also include provisions permitting delegation of the decision making powers to subordinate officials, such as hearing examiners or employee boards, subject only to a limited administrative review by the agency itself. No effort should be made to affect the existing scope of judicial review.

(2) Budgetary needs should be carefully surveyed so that the work of the agencies should not be hampered by a false sense of economy.

(3) Further reorganization plans of a more extensive nature should be prepared dealing with the individual necessities of the various agencies. Those agencies in the worst situation such as the Federal Power Commission, the Federal Communications Commission, the Interstate Commerce Commission and the Civil Aeronautics Board, should be given preference. The responsibility for the preparation of these plans should be centered in the Office of the President. Enough

## ***'Opinions of the Interstate Commerce Commission are presently in the poorest category of all administrative agency opinions. Their source is unknown . . .'***

formal studies and material now exists to enable the fashioning of these plans.

The prime key to the improvement of the administrative process is the selection of qualified personnel. Good men can make poor laws workable; poor men will wreak havoc with good laws.

As long as the selection of men for key administrative posts is based upon political reward rather than competency, little else that is done will really matter. Thus, the real issues are two: 1) are these posts sufficiently attractive to draw good men, and (2) how can these men be found?

Conflicts of interest appear not to be a serious problem in the regulatory agencies. As the Association of the Bar of the City of New York in its recent study of this general problem entitled "Conflict of Interest and the Federal Service," remarked: "The substantive regulations of many agencies show forth as relatively integrated, more modern (then the conflict of interest statutes), better drafted and, most important, as relevant expressions of public policy." The real problem centers about ex parte presentations.

Industry orientation of agency members is a common criticism, frequently expressed in terms that the regulatees have become the regulators. Of course, if this type of orientation characterizes an individual prior to his appointment, there is little that can be done about it. But the real problem relates to those who are originally oriented towards the public interest but who gradually and honestly begin to view that interest more in terms of the private interest. This is particularly likely to occur in agencies which in addition to their regulatory functions have promotional functions. It was manifested in the innate reaction of the Civil Aeronautics Board to the non-scheduled airlines and to the newer all-cargo air carriers. . . . The Inter-state Commerce Commis-

sion has frequently been characterized as railroad-minded, the Federal Communications Commission as dominated by the networks, while the actions of the Federal Power Commission speak for themselves.

It has not infrequently been suggested that something akin to a Ministry or Department of Transportation with cabinet rank should be created. Many other countries have such departments and they are operated with considerable success. There are, however, striking differences between the situation in these countries and that which prevails in the United States.

A beginning along this line was made in 1953 by the creation in the Department of Commerce of an Undersecretary of Transportation. Although valuable work has been done in this office, that mechanism is probably not sufficient for the task. The reason is not necessarily the men who hold that office. It is the nature of the office itself. An office capable of doing such a task cannot be subordinate to the Secretary of Commerce, for its responsibilities are vaster and more important than all the other functions vested in the Department of Commerce.

The evolution of a national transportation policy must have a close and intimate relationship to the President. To do so by the creation of an executive department, however, means the imposition of presently undefined executive duties in the head of that department. These duties could probably be more defined at a later date in the light of experience and then vested without too much controversy in an appropriate governmental unit. Meanwhile, development of the coordinating function could be placed in the Executive Office of the President. It should not be vested in a White House assistant because such coordinating activity needs protection from trivia, from personality conflicts and even from politics, as well as the ob-



jectivity of approach that can be given the coordinating authority by vesting it in an office already constituted to perform staff and not personal functions for the President.

Among the immediate objectives are the following:

A. The achievement of a program for the amelioration of inter-urban public transportation, including the establishment of metropolitan transit commissions with federal aid in the form of matching guaranteed loans for the acquisition and improvement of facilities and equipment under sound engineering, operating, and financing plans.

B. Formulation of policies to coordinate Federal highway aid programs with approved metropolitan transit plans, so as to promote the economic soundness and efficiency of metropolitan public transportation systems as a whole, with emphasis on the avoidance of traffic congestion and the decline of public transportation.

***... the real problem relates to those who are originally oriented towards the public interest but who gradually and honestly begin to view that interest more in terms of private interest.'***

C. Rationalization of government transport needs, including military transportation, so as not to compete with the commercial systems.

D. Evolution of Federal, State and local tax policies to assure that tax relief to railroads is compensated for in improved service.

E. Formulation of policies, through the establishment of joint service boards, to encourage through-routing and joint-service among and between all forms of flight transportation, with simplification of billing and freight charges.

F. Formulation of policies relating to approval of consolidations and unification of carriers, both within and between different modes of transportation, which give greater weight to reduction of transportation costs and improvement of service.

G. Formulation of policies with respect to the approval of abandonment

of railroad routes or services, and the curtailment of service, to assure that the needs of the affected traffic are adequately served by other transportation.

H. Establishment of a coordinated statistical gathering, processing, and analytical service to provide reliable domestic transportation data for policy formulation and rate regulation. Such a service doesn't now exist.

I. Review and revision of the policies of the Army Corps of Engineers with respect to river and harbor maintenance and improvement to discourage the uneconomic expansion of outport facilities.

J. Re-examination of Merchant Marine subsidy policies to reduce uneconomic competition on over-expanded trade routes in foreign commerce.

Among the longer range objectives are the following:

A. Revision of Section 4 of Part I

of the Interstate Commerce Act to modify or abolish the authority of the Commission to grant railroads relief against water carrier competition.

B. Modification of the statutory powers of the Interstate Commerce Commission and the Civil Aeronautics Board in the matter of granting certificates of convenience and necessity, to require as the basis for granting or withholding certificates and permits, greater reliance upon a statistical showing of operating costs, quality of service, and ability of efficient carriers to expand, rather than mere customer support, too often artificially inspired.

C. Steps to establish cost of service, as the principal factor for determining the reasonableness of transportation rates.

D. Formulation of a policy for regulating the entry of private carriers into the field of domestic surface

transportation, and revision of the present statutory exemptions.

E. Formulation of a program of financial aid to distressed railroads to take the place of Chapter 19 of the Interstate Commerce Act (49 U.S.C. 1231) with revision to ensure that the borrower will have a sound capital structure, and that improvements in equipment and service will result from the financial aid.

F. A reconsideration of the field of user charges for federal facilities, particularly as regards air carriers, trucks and inland waterways.

G. Foreign carrier competition both by sea and by air and the evolution of policies as to the position that American carriers should rightly occupy in this field.

The following recommendations are made:

1. Secure for the President from the Congress the right to propose reorganization plans pursuant to powers heretofore granted the President under the Reorganization Act of 1949, subject to veto by a concurrent resolution of both Houses of the Congress. The powers to propose plans should be available for a minimum of two years but preferably for four years.

2. Propose a reorganization plan for the Interstate Commerce Commission whereby its Chairman will be designated by the President and serve as Chairman at his pleasure.

6. Create within the Executive Office of the President with appropriate powers an office for the Coordination and Development of Transportation Policy to develop and implement a national transportation policy. This should be accomplished by a reorganization plan transferring to Office all the responsibilities now vested in the Under-secretary of Commerce for Transportation.

9. Create within the Executive Office of the President with appropriate powers an Office for the Oversight of Regulatory Agencies which will assist the President in discharging his responsibility of assuring the efficient execution of those laws that these agencies administer.

13. Impose upon the Office for the Oversight of Regulatory Agencies the duty to prepare for the President detailed reorganization plans for the regulatory agencies with prime emphasis on the Federal Power Commission, the Interstate Commerce Commission, the Civil Aeronautics Board, and the Federal Communications Commission.



## Pro Grid Star Has Teamster Ties

Teamster Ben Scotti is best known as a star defensive halfback for the Washington Redskins professional football team, but he also holds a Teamster Union card with Local 408 in Newark, N. J.

### Son of Teamster

Ben is the son of Teamster Fred Scotti who was recently a general organizer for Local 408. Ben's brother, Tony, a college football star who quit for a singing career on the stage, is also a member of 408. On top of this, Ben is the nephew of Joe Fontana, president of Teamsters Local 410 in Cleveland, Ohio.

After his second year in pro football, Scotti is headed for major stardom, according to Tommy MacDonald, Philadelphia's all-Pro end. "Scotti belongs in the Pro All-Star game for the type of defense he plays," says MacDonald.

### Broke Plum's Streak

In the Redskin-Cleveland Browns game recently, Scotti intercepted a pass from quarterback Milt Plum, marking the first time in 1960 any player in the National Football League could make such a statement. Plum had thrown nearly 200 passes without an interception.

Buddy Young, former Illinois great, commented after the Redskins-Baltimore Colts game, "I've never seen Lennie Moore covered like that in pro football. Scotti was after him like a berserk bull all day." Moore is generally regarded the most dangerous pass receiver in pro football.

### Toughest in League

Redskin coach Mike Nixon (recently fired) calls Scotti "the toughest defensive wingback in the National Football League." Nixon picked Scotti off a mediocre University of Maryland football team two years ago. The record indicates that Scotti has more than complimented Nixon's ability as a judge of talent.

Scotti returns to the University of Maryland at the end of this season to complete work for a diploma in radio and television science. At the present time he has a successful show which is being presented over a Washington radio station.

## Missouri Star at Teamster Camp



Danny LaRose (standing at right), the University of Missouri's great All-American, spent last summer as counselor at Teamsters Local 688's health and welfare camp near St. Louis. The camp's summer day program operates for the children of members covered by the union's health and welfare contract and is part of a year-round convalescent and recreational operation conducted on a 300-acre campsite. LaRose starred in Missouri's Orange Bowl victory over Navy.

## Teamsters Sign Aircraft Repair Plant

Teamsters Local 290 in Miami, Fla., has organized the nation's largest aircraft engine overhauling and reconditioning plant.

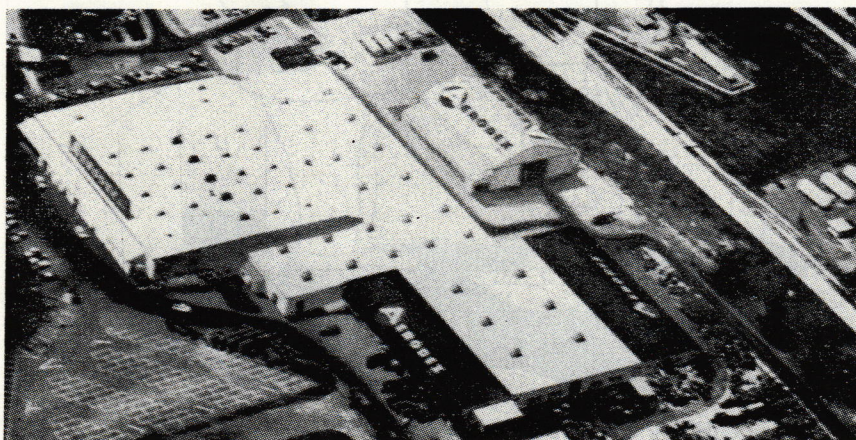
Dave Frechette, Local 290 secretary-treasurer, announced that more than 1,300 employees of Aerodex, Inc., of Miami are now under Teamster contract and that "it appears the company will enlarge considerably in the near future."

The Aerodex firm overhauls and reconditions aircraft engines shipped in from all parts of the world, and also has large contracts with the U. S. Air Force.

Among the most recent government

contracts received by the firm was one for the overhaul of Lycoming jet engines used on Air Force helicopters. Frechette said the company was only the second commercial contractor in the U. S. to be awarded a jet engine overhaul contract by the Air Force. The awards, in excess of \$10 million, will provide employment for approximately 300 additional personnel this year, Frechette said.

The company, which began operations four years ago with ten engine overhauls a month, currently processes more than 14 engines a day. Aerodex also services more than 14 foreign and domestic airlines.



Aerial view of Aerodex plant.



# LAUGH LOAD



## Better Be Good

Six-year-old (at 2 a.m.): Tell me a story, Mama, I can't sleep.

Mother: Hush, dear, your Daddy will be home shortly and tell us both a story.

## So Nice of Them

Smith was explaining his financial situation to his rather scatterbrained wife.

"It's got to the stage where the bank is returning our checks," he complained.

"Isn't that sweet of them?" came the reply. "You wouldn't have believed that there was so much kindness in the world, would you?"

## Hard at Work

"So your son is in college. How is he making it?"

"He isn't making it, I'm making it and he's spending it."

## All Depends

"You say you have known the defendant all your life," said a judge. "Do you think he would be guilty of stealing money?"

"How much?" asked the witness.

## Reward for 'Favor'

Little Tommy came home proudly clutching an expensive toy motor car.

"Where did you get that?" queried his mother.

"I got it from Johnny for doing him a favor," said Tommy putting the car away.

"What was the favor?"

"I was hitting him on the head," Tommy replied, "and he asked me to stop."

## Looking Ahead

Reefer Driver: "I love you, darling. If you marry me, I can give you anything your heart desires . . . my uncle is a millionaire. Tell me what you want."

Riotous Redhead: "Introduce me to your uncle!"

## Junior Partner

"Your bill is outrageous," the accident victim complained to his lawyer. "You are taking three-fifths of my damages. Why, I never heard of such extortion."

"Well, I furnished the skill, the eloquence and the necessary legal learning for your case," replied the lawyer calmly.

"Yeah," agreed the client, "but I furnished the case itself."

"So what?" retorted the lawyer. "Anybody could fall down a coal chute."

## Reference

Prospective employer—"You say, sir, you were at your last place for 23 years? Why did you leave?"

Prospective employee—"I was paroled."

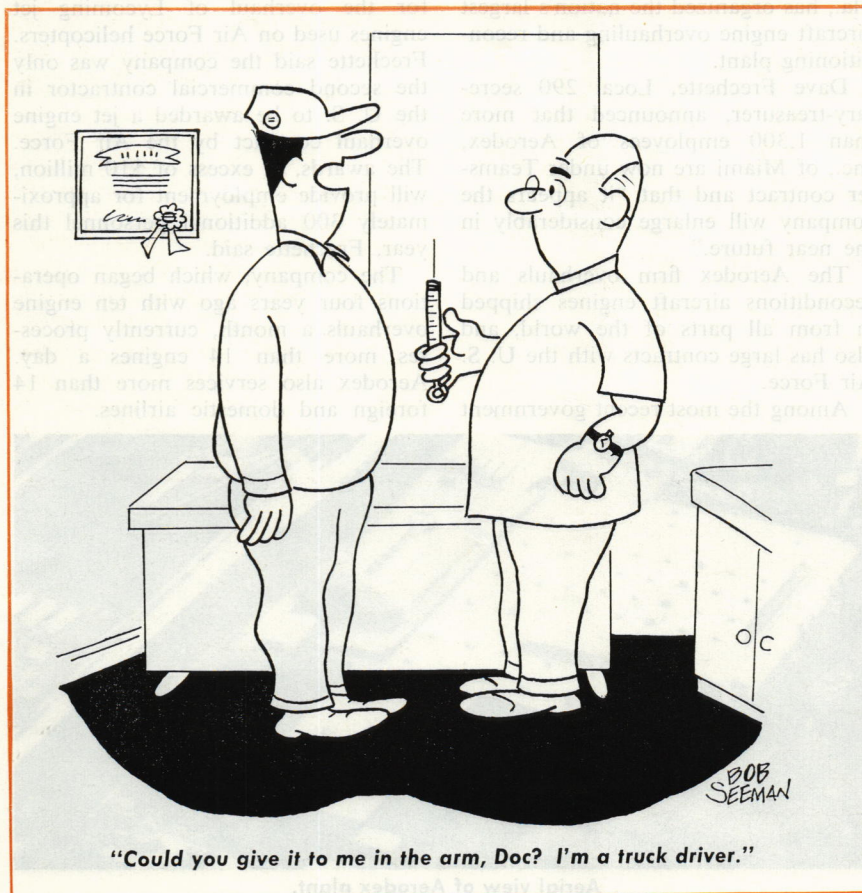
## Gentle

When a cow had been killed by a train, it fell to the lot of the foreman to make out a report of the accident on a form that the railroad had provided for the purpose. He checked all the facts and filled in all the lines readily enough until he came to one headed: "Disposition of carcass." The foreman scratched his head for a moment, then wrote: "Kind and gentle."

## Well Matched

The two truck mechanics were out for a Saturday night on the town. They really tied one on! When they regained consciousness the next morning their appearance proved they did. Each had black eyes, teeth missing, torn clothes and throbbing heads.

One called the other on the phone and asked what happened, but neither could remember so they decided to ask the bartender of the last bar they tried to drink dry. As they walked in the door together, the bartender looked up at them, and with a warm smile said, "Well, I see you two guys decided to make up."



"Could you give it to me in the arm, Doc? I'm a truck driver."



# FIFTY YEARS AGO

## in Our Magazine



### One Backward Look

AS we ring down the curtain on another year, it might be worthwhile to go back and review some of the highlights of the year 1910 that were especially important to our young organization.

As the year 1910 came to a close, we find total union membership in the nation standing at 2,140,000 while total population of the U.S. that same year was 91,972,266.

In the January issue of our 1910 Teamster we read a report on the AFL convention held in Toronto the previous month. President Tobin headed our organization's delegation to that convention and it was he who brought up the matter of the dispute between our union and the brewery workers. It was decided that each union would continue to hold their jurisdictional lines in brewery establishments and refrain from raiding practices until a binding decision could be made.

Organized labor in these early years of its life and death struggle could not afford to jeopardize bitterly won gains because of inter-union battles. In the March, 1910, issue President Tobin reminds the members of our union that "persecutions of the trusts have made it almost impossible to live" but he told them to keep up their courage in view of the early but considerable progress made since we were first organized. "There is still a brighter future in store for us if we continue to build up our organization and try to get every person into our local working at our craft," Tobin said. In the April issue we learn that the integrity of our organization was threatened when a schism split our ranks.

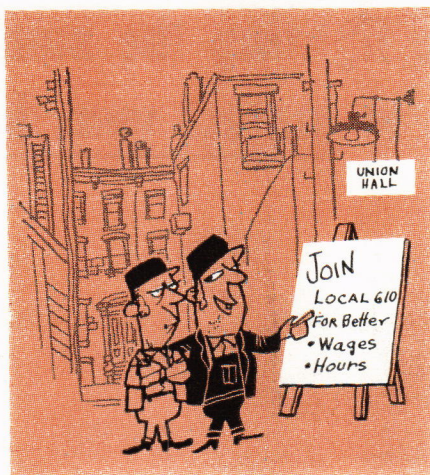
The ugly business came about when several undisciplined locals in Chicago, New York and New Jersey decided that they could better go it alone and in effect packed up their bags and left home. Like a small child who gets mad at his parents and decides he will make them sorry after he has run away, the dissident locals soon found that the world outside the mother organization is a cold and frightening place. They all soon came back to the fold with a reprimand—like little children receive when their attempt to frighten their parents by running away fails.

In spite of such short lived but disquieting incidents in the early history of our union as described in the preceding



paragraph, our union continued to move along and make daily organizational gains. A simple but effective way to organize the unorganized was carried in the columns of our Fifty Years Ago cover in May. Entitled "The Soft Sell" it tells how the best way to advertise and sell your union to the unorganized worker is for the individual member to uphold his union while on the job by talking in simple straight forward terms of the wage and hour and welfare gains that have been made in his behalf by his union.

"It is the worker in the shop who quietly informs his non-unionist fellow workman about the benefits that will come through organization and who points out that it is a duty we owe to each other to be mutually helpful that builds up the trade union and has placed it in the position that it now occupies."



The July issue of our magazine reported on the notorious Taylor piece rate system. When the U.S. Federal government tried to introduce the system at one of its arsenals, organized labor objected strongly. This objection recalls to mind excerpts from an editorial by Samuel Gompers that appeared in the American Federationist in 1915.

Since organized labor had reacted violently to the piece rate system as proposed by Fredrick Taylor, the attempts by the U.S. to force the system on its employes at its arsenal and the remarks made by Gompers several years later in his editorial are particularly appropriate.

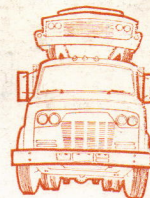
"Whither are we drifting," he asked. "... If there is no market for cotton those interests demand a law. If wages are low, a law or commission is the remedy proposed. What can be the result of this tendency but the softening of the moral fibre of the people? Where there is unwillingness to accept responsibility for one's life and for making the most of it, there is a loss of strong, red-blooded, rugged independence and will power. . . . We do not want to place more power in the hands of the government to investigate and regulate the lives, the conduct and the freedom of America's workers."

The perennial question of whether unions should be placed under anti-trust laws was again brought up and the question was discussed in the November issue. Four years earlier organized labor had submitted a Bill of Grievances to President Theodore Roosevelt and the Congress. The Bill asked that labor unions be excused from the regulations of the law and further that they not be subject to the frequent injunctions that were at the time threatening to liquidate trade unions as an economic and social force in the nation. "We have waited long and patiently and in vain for redress," the Bill of Grievances concluded. "... Labor now appeals to you, and we trust it may not be in vain. But if perchance you may not heed us, we shall appeal to the conscience and support of our fellow citizens."

In the intervening years, it has become the accepted philosophy, and reasonably so, that the sweat and toil expended by any laboring man and woman in the process of earning his daily bread, is an intangible thing and could not fall under the regulation of the Sherman anti-trust law.



**Let your dealer know ...**



# **YOU WILL NOT BUY A NEW CAR SHIPPED TO HIM BY RAIL!**

**If you're shopping for a new car,  
let the dealer know you're  
interested only in buying a  
car delivered from the factory  
BY TRUCK.**

**In this way we're fighting to save  
jobs for thousands of Teamsters  
in the car-hauling industry.**

**TOMORROW OR NEXT YEAR, we  
might be fighting the same kind  
of battle to protect your job!**

